



SB 217
2/13/2020
nicole@garrettchamber.com

Testimony offered on behalf of:
THE GARRETT COUNTY CHAMBER OF COMMERCE

IN OPPOSITION TO:
SB 217 – Labor and Employment – Wage History and Wage Range
Finance Committee
February 13, 2020

On behalf of the Garrett County Chamber of Commerce, representing 600 member organizations in Western Maryland, I write to express our opposition to **SB 217 Labor and Employment – Wage History and Wage Range**.

While the sponsors of the bill have a constructive goal of preventing wage inequality due to gender, race, or protected classes, the bill has unintended consequences. By prohibiting an employer from requiring wage history of an applicant, an employer may have applicants that are seeking salaries too high for the employer. Even with a published wage range, some candidates will apply believing they can negotiate a higher salary. If the employer makes an offer and the applicant wants a higher salary than was posted and declines the offer, the employer has to start the search over. This results in a significant waste of time and money by the employer. By allowing the employer to request a wage/salary history, the employer can discuss in the initial interview if the wage range is below the applicant's previous wages and determine if the applicant is still interested.

Additionally, the current bill language regarding wage rang is too ambiguous. What is a permissible range? How is it different for hourly versus professional salaried positions?

In such a difficult environment to find qualified employees and with a severe workforce shortage, we need to assist employers and not inhibit their potential for finding and hiring employees. By providing wage ranges for positions, employers can meet the goal of the bill without being hindered by unnecessary laws and regulations.

The Chamber respectfully requests an **UNFAVORABLE REPORT on SB 217.**

Sincerely,
Nicole Christian, SON, CCE
President & CEO
Garrett County Chamber of Commerce, Inc. -
(301) 387-8745 office
(301) 616-0396 mobile
www.visitdeepcreek.com

