



THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**TESTIMONY OF DELEGATE PAM QUEEN**  
**HB 14 – Equal Pay for Equal Work - Inquiring About Wages - Prohibition on**  
**Adverse Action**  
**SUPPORT**

Greetings Chair Delores Kelley, Vice-Chair Brian Feldman, and members of the Finance Committee:

This bill clarifies existing law to ensure that an employee may ask questions about her salary without encountering adverse actions. This bill is supported by the Women’s Legislative Caucus and passed the House of Delegates.

Often an employee may not know whether her overtime rate is the correct amount; whether she is receiving compensation for weekend work; whether worktime is compensated for travel from worksite to worksite; or the amount of Cost of Living Adjustments (COLA) authorized.

In 2016, the original Equal Pay for Equal Work Act (HB 1003) was passed, which protects an employee who inquires or discusses another employee’s wages from adverse action. However, the bill’s language omits that this same protection be given to those who inquire about their own wages as well. This needed clarification is proposed by the Public Justice Center to better equip women with combating the wage gap.

According to the Department of Labor, transparent discussions of wages with employers and co-workers can help to combat wage discrimination in the workplace. Wage transparency is a vital component in the fight to achieve equal pay for equal work in Maryland.

This minor, but important clarification is needed. I seek a favorable recommendation for this bill.