



Bill No: HB649  
Title: Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency  
Committee: Economic Matters  
Hearing: February 21, 2024  
Position: SUPPORT

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The Maryland Legislative Agenda for Women (MLAW) is a statewide coalition of women's groups and individuals formed to provide a non-partisan, independent voice for Maryland women and families. MLAW's purpose is to advocate for legislation affecting women and families. To accomplish this goal, MLAW creates an annual legislative agenda with issues voted on by MLAW members and endorsed by organizations and individuals from all over Maryland. **HB649 - Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency** is a priority on the [2024 MLAW Agenda](#) and we urge your support.

HB649 attempts to address pay inequities in the workplace. Women continue to make 78 cents for every dollar a white male makes. This inequity is significantly greater for women of color, where Black women make 67 cents and Latina women make 52 cents for every dollar a white male makes. To close the wage gap and advance gender parity in the workplace, wage transparency is a tool that benefits businesses and employees, especially women.

This bill requires an employer to disclose salary wages on job postings and expands the applicability, requirements, and penalties of the State's Equal Pay for Equal Work Law. This bill requires employers to set the wage range in good faith and prohibits an employer from taking certain retaliatory action. This will better position women to be informed about the negotiation context, specifically about pay ranges. As a result, gender differences in negotiation outcomes diminish. Pay transparency also increases wages for low-paid workers, who are disproportionately women. This saves women time and resources on where to apply and how to position themselves for success. Overall, wage transparency benefits women by closing gender and racial wage gaps.

**For these reasons, MLAW strongly urges the passage of HB649.**

## MLAW 2024 Supporting Organizations

The following organizations have signed on in support of our 2024 Legislative Agenda:

1199 SEIU United Healthcare Workers East  
AAUW Anne Arundel County  
AAUW Garrett Branch  
AAUW Kensington-Rockville Branch  
AAUW Maryland  
Adolescent Single Parent Program (PGCPS)  
Anne Arundel County Commission for Women  
Anne Arundel County NOW  
Baltimore County Commission for Women  
Black Women for Positive Change, Baltimore Chapter  
Bound for Better, Advocates for Domestic Violence  
Bound for Better, advocates for Domestic Violence  
Business & Professional Women/Maryland  
Center for Infant & Child Loss  
Child Justice, Inc.  
Church Women United, Inc.  
Climate XChange Maryland  
Court Watch Montgomery  
CTLDomGroup Inc  
DABS Consulting, LLC  
Engage Mountain Maryland  
Frederick County Commission For Women  
If/When/How at University of Baltimore School of Law  
Lee Law, LLC  
Les Etoiles in Haiti  
Maryland Coalition Against Sexual Assault  
Maryland Legislative Coalition  
Maryland Network Against Domestic Violence  
Maryland WISE Women  
Miller Partnership Consultants  
MomsRising  
Montgomery County Alumnae Chapter, Delta Sigma Theta Sorority, Inc.  
Montgomery County NOW  
National Coalition of 100 Black Women, Inc., Anne Arundel County Chapter  
National Organization for Women, Maryland Chapter  
Rebuild, Overcome, and Rise (ROAR) Center at UMB  
REHarrington Plumbing and Heating  
Reproductive Justice Maryland  
Stella's Girls Inc  
The Federation of Jewish Women's Organizations of Maryland  
The Hackerman Foundation  
The Relentless Feminist  
The Salvation Army Catherine's Cottage  
Top Ladies of Distinction, Inc., Patuxent River  
Top Ladies of Distinction, Prince George's County  
TurnAround Inc.  
University System of Maryland Women's Forum  
Women of Action Maryland  
Women's Equity Center and Action Network (WE CAN)  
Women's Law Center of Maryland  
Zeta Phi Beta Sorority, Incorporate - Alpha Zeta Chapter  
Zonta Club of Annapolis

### **Maryland Legislative Agenda for Women**

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