



**Testimony in Support of House Bill 649
Labor and Employment – Equal Pay for Equal Work – Wage Range Transparency**

**House Economic Matters Committee
February 21, 2024**

Maryland Rise supports HB 649, which requires an employer to include pay ranges, a general description of benefits, and other compensation in job listings.

Including salary ranges in a job posting – like proposed in HB 649 – can help close persistent gender- and race-based wage gaps. Disclosing salary ranges in a job description is a best practice that levels the playing field for all candidates interested in negotiating for the position. Women of color, who experience the largest wage gap when compared to non-Hispanic white men, often start negotiating with dramatically lower salary requirements than other applicants.¹ Consequently, research shows that when applicants know a position’s salary range, it levels the negotiating playing field by giving applicants important details that can inform an opening offer that is not tied to their previous pay levels or personal identity.²

Pay transparency is being embraced by other states, and is good for employers and employees. Six other states and DC have required or are in the process of requiring wage ranges to be included in job postings. Pay transparency is good for business, as it helps to attract top talent, saves time, and implements inclusive pay practices. Research shows that 82% of workers are more likely to apply for a job with salary ranges.³ Ultimately, a robust workforce with minimal wage gaps between workers means a stronger Maryland economy overall.

HB 649 is important in the effort to ensure all Marylanders receive fair and equal treatment when seeking employment. **Maryland Rise appreciates your consideration and urges the committee to issue a favorable report on HB 649.**

Submitted by: Lisa Klingenmaier, Executive Director

Maryland Rise works to promote economic opportunity for all Marylanders.

¹ Otta. 2023. *Revealed: Gender and Race pay gaps are widening at an alarming rate.* <https://employers.otta.com/blog/gender-race-salary-gaps>

² National Women’s Law Center. 2023. *Salary Range Transparency Reduces Gender Wage Gaps.* <https://nwlc.org/wp-content/uploads/2022/09/Salary-Transparency-FS-1.13.23.pdf>

³ Society for Human Resources Management. 2023. *SHRM Research: Pay Transparency Improves Business Outcomes, Could Close Wage Gap.* <https://www.shrm.org/topics-tools/news/inclusion-equity-diversity/shrm-research-pay-transparency-improves-business-outcomes-close-wage-gap#:~:text=Workers%20Want%20Pay%20Transparency&text=However%2C%20the%20SHRM%20report%20found,not%20list%20a%20pay%20range.>