



**TESTIMONY FOR SB0525
LABOR AND EMPLOYMENT – EQUAL PAY FOR EQUAL WORK – WAGE RANGE
TRANSPARENCY**

Bill Sponsor: Senator Kelly

Committee: Finance

Organization Submitting: Maryland Legislative Coalition

Person Submitting: Cecilia Plante, co-chair

Position: FAVORABLE

I am submitting this testimony in favor of SB0525 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of activists - individuals and grassroots groups in every district in the state. We are unpaid citizen lobbyists, and our Coalition supports well over 30,000 members.

Our members believe strongly that any employee performing the same work as another should be compensated in the same way and we commend Senator Kelly for sponsoring this bill. Equal pay for equal work is a goal that is very hard to achieve when there is little to no transparency regarding salaries.

This bill, if enacted, would require employers to disclose in each public or internal posting for a job, promotion, transfer, or other employment opportunity the hourly or salary wage or wage range and a general description of the benefits and other compensation offered. This information must be offered before any discussion of compensation is held or any time upon request by the applicant. Additionally, an employer cannot retaliate because a prospective employee or employee requested the wage data.

An employee or prospective employee can bring a suit against the employer and can recover up to \$10,000 or the actual damages (whichever is greater) plus attorney's fees.

We believe this is a great step forward in achieving equity. We support this bill and recommend a **FAVORABLE** report in committee.