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TESTIMONY ON HB#/0649 - POSITION: FAVORABLE

Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency

TO: Chair Wilson, Vice Chair Crosby, and members of the Economic Matters Committee

FROM: Richard Keith Kaplowitz

My name is Richard Keith Kaplowitz. I am a resident of District 3. I am submitting this testimony in support of HB#/0649, Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency

While I hope that every employer in Maryland pays a equal amount to anyone, regardless of any of the conditions for which discrimination if forbidden, for the same job being done, when all qualifications to perform it are equal, that is not always the case. By forcing publication of wage ranges and forbidding employers to take negative actions regarding wages this bill will enforce proper conduct between employers and all current and prospective employees.

During my I.T. career I was made aware that the women seated opposite me, doing the same job title and work as me but with her having more education and degrees, was being paid almost \$6,000 less than me. We were the same age and family situations, married with children, but her work had less compensation than mine. Since many employers use the previous job's salary to determine the pay of an applicant at a new job she was likely to face continued lower compensation than I might receive if I was the applicant.

This bill levels the playing field by setting publication of salary ranges so every applicant can, regardless of factors that could constitute discrimination, receive just compensation on that job. The bill also establishes that a record of levels of pay be documented historically for three years to ensure that this new policy is both implemented and maintained. It makes the promise of equality a reality in the employment arena.

I respectfully urge this committee to return a favorable report on HB#/0649.