



Bill No: SB525
Title: Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency
Committee: Finance
Hearing: February 22, 2024
Position: SUPPORT

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. **SB525 - Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency** is a priority on the [2024 MLAW Agenda](#) and we urge your support.

SB525 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 SB525.

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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