

Dear Members of the Finance Committee,

I am a resident of District #31, and I am writing to urge your **support** for SB0525: Labor and Employment – Equal Pay for Equal Work – Wage Range Transparency.

(I mean, it's frankly embarrassing that this still happens.)

The American Bar Association has a good write-up of why we need to fight against wage discrimination on the basis of sex or gender identity:

“Gender-based wage discrimination remains a pernicious problem in the workplace despite enactment over 50 years ago of the Equal Pay Act of 1963 (EPA), which made it illegal for employers to pay unequal wages to men and women in the same workplace who perform substantially equal work.....

“This wage gap cannot be dismissed entirely as the inevitable by-product of "women's choices" in education, career and family matters; recent authoritative studies show that even when all relevant career and family attributes are taken into account, there still is an unexplained gap between men's and women's earnings....”

https://www.americanbar.org/advocacy/governmental_legislative_work/priorities_policy/discrimination/the-paycheck-fairness-act/

Until and unless the federal Paycheck Fairness Act (PFA) passes, Maryland needs this legislation.

For these reasons, I urge your **support for SB0525: Labor and Employment – Equal Pay for Equal Work – Wage Range Transparency.**

Thank you for your time, service, and consideration.

Sincerely,

Rebecca Benzer

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