



**Testimony of American Association of University Women of Maryland**

**to the**

**Maryland General Assembly**  
**Senate Finance Committee**

**in support of**

**Senate Bill 525: Labor and Employment – Equal Pay for Work – Wage Range Transparency**

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The American Association of University Women Maryland (AAUW Maryland) strongly supports 2024 SB 525. Founded in 1881, AAUW's approximately 170,000 members and 1,000 branches nationwide are leaders in gender equity research, advocacy, and philanthropy. In Maryland, we have over 4,000 members and supporters and 24 college and university partners. Our Maryland members are strong advocates for laws that promote the well-being of women and children.

AAUW Maryland believes that women should receive the same pay as men for work of equal value. AAUW has long advocated for pay equity. In 2021 women were paid just 84 cents for every dollar paid to men when comparing full-time, year-round workers. However, when the calculation included all workers, the earnings discrepancy is substantially larger: Women took home only 77 cents for every dollar men were paid. The pay gap even follows women into retirement: As a result of lower lifetime earnings, they receive less in Social Security and pensions. In terms of overall retirement income, women have only 70% of what men do. Persistent and ongoing pay inequality means women, particularly women of color, have less money and fewer resources, resulting in devastating consequences for our families,

In Maryland, we are fortunate that employers may no longer require salary histories. Women's pay often suffered from stop gaps in salary history due to family caretaking.

This bill will go further to ensure that women's and men's salaries are near equity. It should contribute positively to employers' bottom lines and employee recruitment and retention. When

workers believe their employer is fair, their morale improves and they are more likely to contribute their best effort to the job. This bill will not solve all the problems, but it allows women a framework in which they can bargain intelligently for equitable starting salaries. It will give women a chance to have better long-term outcomes.

AAUW MD urges that you provide a favorable report on Senate Bill 525, Labor and Employment – Equal Pay for Work – Wage Range Transparency,