

CHERYL C. KAGAN  
Legislative District 17  
Montgomery County

Education, Health, and  
Environmental Affairs Committee

Senate Chair, Joint Committee on  
Administrative, Executive, and  
Legislative Review

Joint Audit Committee

Joint Committee on Federal Relations



THE SENATE OF MARYLAND  
ANNAPOLIS, MARYLAND 21401

James Senate Office Building  
11 Bladen Street, Room 203  
Annapolis, Maryland 21401  
301-858-3134 · 410-841-3134  
800-492-7122 Ext. 3134  
Fax 301-858-3665 · 410-841-3665  
Cheryl.Kagan@senate.state.md.us

**SB400: State Employment - Wage History and Wage Range**  
**Senate Finance Committee**  
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According to the National Women's Law Center, Maryland women still earn 85.5 cents for every dollar a man makes. This problem is more acute for women of color, with African-American women earning only 69.7 cents and Latina women making 46.6 cents. A 2016 study conducted by the National Bureau of Economic Research found that the gender wage gap often remains unexplained, even when accounting for factors like education, occupation, industry, and work experience. If employers use salary history to decide pay, these gender wage gaps follow applicants from job to job.

Last year, Montgomery County unanimously passed Councilmember Evan Glass's bill which prohibits County government hiring managers from inquiring about an applicant's salary history. SB400 would bar State employers from requesting an applicant's salary history or using that data when determining pay. In addition, I am amending this bill to remove the required studies to avoid an excessive burden on the Office of Budget and Management.

Fifteen states have already implemented similar laws. Two states (PA and NC) ban salary history questions in government hiring while the remaining 13 (MA, DE, OR, IL, NJ, CA, CT, HI, ME, VT, WA, CO, & NY) ban the question for all employers.

Salary should reflect the applicant's experience, skills, and the value of a position, not discrimination. How can we expect private employers to stop using salary history questions when our own government has not? SB400 sets an example for all Maryland employers and would be an important measure towards rectifying wage inequality. As we celebrate the 100th anniversary of the 19th Amendment, granting women the right to vote, it's time we finally start to close the gender wage gap.

I strongly urge a favorable report on SB400.

