



**MONTGOMERY COUNTY COUNCIL**  
ROCKVILLE, MARYLAND

EVAN GLASS  
COUNCILMEMBER  
AT-LARGE

TRANSPORTATION AND ENVIRONMENT COMMITTEE  
HEALTH AND HUMAN SERVICES COMMITTEE,  
LEAD FOR VULNERBABLE COMMUNITIES AND  
HOMELESSNESS

February 20, 2020

Delores G. Kelley, Chairwoman  
Senate Finance Committee  
Miller Senate Office Building, Room 3  
Annapolis, MD 21401

**Position: Support Senate Bill 400 - State Employment - Wage History and Wage Range**

Chairwoman Kelley and members of the Senate Finance Committee:

As a member of the Montgomery County Council and the lead sponsor of the Montgomery County Pay Equity Act, I would like to express my unwavering support for closing the gender pay gap. Stopping employer reliance on salary history is an incredibly important tool for closing the wage gap. I am excited to see that two bills have been introduced to address this issue: Senate Bill 400, known as the "Paycheck Fairness" bill, would ensure that State employees are paid based on merit rather than salary history, while Senate Bill 217, would ensure that no Marylander is held back by this harmful practice regardless of whether they work in the public or private sector.

Back in December 2019, days after I was sworn in, I was speaking with Montgomery County's human resources department about hiring my staff, and I was told that potential members of my office needed to provide their pay stubs as part of the hiring process. This struck me as odd and I began investigating, quickly discovering that hiring managers have the discretion to rely on a job applicant's pay history when determining their salary.

When pay history is used to determine future pay, individuals become stuck in a cycle of being undervalued -- a cycle that disproportionately affects women, particularly women of color. At a state level, we know that in Maryland, women earn 86 cents for every dollar that her male counterpart makes. That figure is even worse for women of color, with African American women earning 69 cents and Latinas 46 cents for every dollar a man makes.

When such a discrepancy exists, it might seem like a small gap to some, but the multiplier effect can be devastating. When a worker is shortchanged -- a few hundred or a few thousand dollars a year -- repeated year after year of employment -- the missing pay gap can become large enough to pay for a child's college tuition, a new car or a down payment on a home.

Enacting state legislation banning salary history is a necessary first step to correcting decades of unfair workplace practices. Regardless of your gender identity- a fair day's work should equal a fair day's pay.

I urge the committee to enact 21st century workplace policies and ban wage history from determining employee salaries. Just like the 13 states that have already passed these protections, I encourage the Committee to ensure that Marylanders are protected from this harmful practice.

Sincerely,

A handwritten signature in black ink that reads "Evan Glass". The signature is written in a cursive, flowing style.

Evan Glass  
Councilmember, At-Large