



MARYLAND STATE & D.C. AFL-CIO

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**HB 385 - Wage Payment and Collection - Pay Stubs and Pay Statements - Required Information
House Economic Matters Committee
January 29, 2024**

SUPPORT

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Chairman and members of the Committee, thank you for the opportunity to provide testimony in support of HB 385. My name is Donna S. Edwards, and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 300,000 union members in the state of Maryland, I offer the following comments.

We applaud HB 385 for promoting pay transparency and worker protections by requiring that pay stubs include common and essential information for all workers. There is nothing extraordinary in the information in HB 385 to be given to the employee. In fact, arguably the employer has all this information written down if they are accurately paying their employees and maintaining payroll information as required by law.

Maryland currently only requires that pay stubs include gross earnings and deductions. This is not enough information for a worker to know whether they have been properly compensated for their work. HB 385 requires: the employer's name, address, and telephone number, the number of hours worked, the rates of pay, and the amount and purpose of deductions, among others. The requirements of HB 385 will mean that workers and the state have the tools and information they need to help fight against wage theft.