



February 21, 2024

Delegate C.T. Wilson, Chair
Economic Matters Committee
231 House Office Building
Annapolis, MD 21401

RE: HB 649 – UNFAVORABLE – Labor and Employment – Equal Pay for Equal Work – Wage Range Transparency

Dear Chair Wilson and Members of the Committee:

The Maryland Transportation Builders and Materials Association (“MTBMA”) has been and continues to serve as the voice for Maryland’s construction transportation industry since 1932. Our association is comprised of 200 members. MTBMA encourages, develops, and protects the prestige of the transportation construction and materials industry in Maryland by establishing and maintaining respected relationships with federal, state, and local public officials. We proactively work with regulatory agencies and governing bodies to represent the interests of the transportation industry and advocate for adequate state and federal funding for Maryland’s multimodal transportation system.

House Bill 649 requires employers to disclose wage ranges in job postings and to employees upon request. Employers are prohibited from retaliating against applicants or employees who request wage range information, and employers must maintain records of compliance for at least three years. HB 649 empowers the Commissioner to take action against employers that violate the disclosure requirements, which may include issuing orders for compliance, assessing civil penalties, and conducting hearings.

This bill is overreaching and onerous, yet again on Maryland’s employers. It is particularly problematic as it relates to authorizing an applicant for employment to bring an action for not properly disclosing the wage range. The current budget deficit to Maryland’s transportation sector is causing a significant administrative burden in our industry, and the provisions of this bill would only exacerbate such effects. The intent of this legislation may be to punish bad actors, but by enacting this law, all Maryland employers will be punished.

We appreciate you taking the time to consider our request for an **UNFAVORABLE** report on House Bill 649.

Thank you,

Michael Sakata
President and CEO
Maryland Transportation Builders and Materials Association