



January 31, 2024

The Honorable CT Wilson, Chair
The Honorable Brian Crosby, Vice Chair
House Economic Matters Committee
House Office Building Room 231
Annapolis, Maryland 21401

**HB 385: Wage and Payment Collection - Pay Stubs and Pay Statements - Required Information
Position - Support**

Thank you Chair Wilson and Vice Chair Crosby and members of the House Economic Matters Committee for the opportunity to submit written testimony in support of HB 385.

My name is Victoria Leonard, Political and Legislative Director for the Baltimore-Washington area of the Philadelphia/Baltimore/Washington Laborers' District Council (PBWLDC), an affiliate of the Laborers' International Union of North America (LiUNA). The PBWLDC represents more than 13,000 members. Our members are proudly employed on many infrastructure construction projects across the region. Nationwide, LiUNA represents more than 500,000 members.

LiUNA supports HB 385. Maryland currently only requires employers to furnish or provide a statement with details of an employee's pay information. There's no requirement for the pay statement to be in writing or issued as paper pay stubs.

It is time for Maryland to adopt a more rigorous standard. Doing so will protect and better inform employees, and help them identify if they are being paid correctly. Improving employees' access to pay information should also help deter employer wage theft.

Specifically, HB 385 would create more transparency by requiring that employee earnings be written on a physical pay stub or online pay statement. The written or online statement would have to include the employer's name, the dates of work covered by the pay period, the number of hours worked, the rates of pay, the gross and net pay earned, the amount and purpose of all deductions, a description of the information used by the employer to calculate the employee's gross and net pay, and for each employee paid at a piece rate, the applicable rate and number of pieces. HB 385 would also create a private right of action for employees who do not receive written or online pay statements that include all the appropriate information.

HB 385 will help improve workers' access to important information related to their pay, and we urge the committee to issue a favorable report.