



Associated Builders
and Contractors, Inc.

**Maryland Joint
Legislative Committee**

The Voice of Merit Construction

Mike Henderson

*President
Greater Baltimore Chapter
mhenderson@abcbaltimore.org*

Chris Garvey

*President & CEO
Chesapeake Shores Chapter
cgarvey@abc-chesapeake.org*

Dan Bond CAE

*President & CEO
Metro Washington Chapter
dbond@abcmetrowashington.org*

Amos McCoy

*President & CEO
Cumberland Valley Chapter
amos@abccvc.com*

Tricia Baldwin

*Chairman
Joint Legislative Committee
tbaldwin@reliablecontracting.com*

Marcus Jackson

*Director of Government Affairs
Metro Washington Chapter
mjackson@abcmetrowashington.org*

Martin "MJ" Kraska

*Government Affairs Director
Chesapeake Shores Chapter
mkraska@abc-chesapeake.org*

Additional representation by:
Harris Jones & Malone, LLC

6901 Muirkirk Meadows Drive
Suite F
Beltsville, MD 20705
(T) (301) 595-9711
(F) (301) 595-9718

February 21, 2024

To: House Economic Matters Committee

From: Associated Builders & Contractors

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

Position: Unfavorable

Associated Builders and Contractors (ABC) represent more than 1500 construction and construction-related companies through its four Maryland chapters. Our members believe in the tenets of free enterprise, investing in their workforce and giving back to the communities in which they live, work and play.

House Bill 649 expands the applicability, requirements, and penalties of the State's Equal Pay for Equal Work Law. An employer must disclose specified wage, benefit, and other compensation information in public or internal job postings and to applicants to which the job posting was not made available. The proactive disclosures have additional specified requirements and replace the existing requirement to disclose wage history to an applicant on request. The wage range must be set by the employer in good faith. Existing retaliation provisions are updated to incorporate employee promotions or transfers. Employers must keep records of compliance with the updated requirements for at least three years.

ABC is opposed to HB 649, while we fully support the principle of fair compensation practices, the bill's extensive disclosure requirements burden employers, lack clarity on setting wage ranges, and increase administrative overhead. The updated retaliation provisions and enforcement measures disproportionately favor litigious approaches over constructive resolution. We urge the Committee to reconsider for a more balanced approach.

ABC appreciates your consideration and, for these reasons, respectfully requests a **unfavorable** report on House Bill 649.

*Martin "MJ" Kraska
Government Affairs Director
Chesapeake Shores Chapter*