

Testimony in Support of HB 385
Paystub Transparency
January 29, 2024

To: The Honorable C.T. Wilson, Chair, and members of the House Economic Matters Committee

From: Kayla Mock, Political & Legislative Director
United Food and Commercial Workers Union Local 400

Chair Wilson and members of the Economic Matters Committee:

I appreciate the opportunity to share my testimony on behalf of our over 10,000 members in Maryland, who have worked the frontlines and have been essential employees in grocery, retail, food distribution, law enforcement, and health care. Through collective bargaining, our members have raised the workplace standards of wages, benefits, safety, and retirement for all workers.

We strongly support HB 385 and urge you to vote it favorably.

Too often, our members receive pay statements that do not show their pay rates, their hours of work, deductions, or even the dates of the pay period. Unlike many other states, Maryland does not create any way for workers to correct this problem.

The lack of information on paystubs is a way to hide wage theft. Without basic information about rates, hours, and dates, there is no way for a worker to check to make sure they were paid correctly. Many of our members continue to face this problem. The resulting wage theft makes it harder for them to provide a middle-class life for themselves and their families.

This bill is a simple and common-sense way to fix the problem of employers hiding wage theft with confusing pay statements. Most employers already put this basic information on pay statements – it is not too much to ask for all employers to provide that same information.

For these reasons, and more, **we urge a favorable report on HB 385.**