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February 19, 2024

**TO:** The Honorable CT Wilson  
Chair, Economic Matters Committee

**FROM:** Rhea Harris  
Deputy Chief, Legislative Affairs, Office of the Attorney General

**RE:** House Bill 649 –Labor and Employment - Equal Pay for Equal Work -  
Wage Range Transparency - **Support**

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The Office of the Attorney General requests a favorable report on **House Bill 649**.

House Bill 649 alters the requirement that an employer disclose wage information to an applicant for employment, and it requires an employer to disclose wage information in postings and to employees at certain times. HB 649 also requires an employer to set the wage range disclosed in good faith and prohibits an employer from taking any retaliatory action. House Bill 649 requires each employer to keep a record of compliance with the provisions of this Act for at least 3 years.

House Bill 649 provides much-needed transparency in wage information. Employers have to post the salary range on job postings so that applicants will know what salary to expect prior to accepting a job offer. House Bill 649 requirements are not just for state employers but also private employers that operate in the state. It also provides for injunctive relief for an employee or applicant for employment if the employer violates Section 3-304.2 of the Labor and Employment Article. An employer can violate this Act by not providing a salary for a job.

House Bill 649 applies not only to new job postings but also transfers and promotions. In addition, the employer must keep records of compliance with this Act for 3 years.

For the foregoing reasons, the Office of the Attorney General requests a favorable report on **House Bill 649**.

cc: Delegate Jennifer White Holland  
Economic Matters Committee Members