



190 W. Ostend St., #101
Baltimore, MD 21230
Phone: 410-547-1515
Email: info@afscmemd.org

Patrick Moran – President

**HB 649 - Labor and Employment - Equal Pay for Equal Work –
Wage Range Transparency
Economic Matters Committee
February 21, 2024**

FAVORABLE

AFSCME Council 3 supports HB 649. This legislation strengthens Maryland’s equal pay laws by requiring transparency around salary ranges in job postings. Most public sector employers in Maryland already post salary ranges, but not all. Where employers do post salary ranges already, like in state government, we see lower on average race and gender wage gaps than in the private sector where this practice is less common. The current law only requires employers to provide the pay range for positions upon request but sharing it on the job posting leads to more available candidates. Posting salary ranges truly is a win-win as neither the applicant nor employer must waste time by interviewing for a position that prospective candidates may have no desire to take for the salary range that can be offered.

Most of our members are women and people of color, and it is strong wage transparency laws and having a union to enforce these laws that has helped propel many into the middle class. We urge the committee to provide a favorable report on HB 649.

