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February 22, 2024

TO: The Honorable Pam Beidle
Chair, Finance Committee

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

RE: Senate Bill 525 –Labor and Employment - Equal Pay for Equal Work -
Wage Range Transparency - **Support**

The Office of the Attorney General requests a favorable report on **Senate Bill 525**.

Senate Bill 525 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. SB 525 also requires an employer to set the wage range disclosed in good faith and prohibits an employer from taking any retaliatory action. Senate Bill 525 requires each employer to keep a record of compliance with the provisions of this Act for at least 3 years.

Senate Bill 525 provides the 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. SB 525 requirements are not just for state employers but also 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.

Senate Bill 525 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 **Senate Bill 525**.

cc: Senator Ariana Kelly
Finance Committee Members