



WMDA/CAR Service Station
and Automotive Repair Association

February 1, 2024

Chair: Melony Griffith
Members of Senate Finance Committee

RE: SB38 Wage Payment and Collection-Pay Stubs and Pay Statements
Required Information

Position: oppose

My name is Kirk McCauley, my employer is WMDA/CAR, we represent service stations , convenience stores and repair facilities across the state.

We opposed SB38 for the following reason

Page 2 – line 8 - 9

Employer's name registered with the state, address, and telephone number

Employer's name, address and phone number could have unintended consequences, involving an employee fired for cause or from any disgruntled employee.

Page 2 line 18 - 19

A description of the information used by the employer to calculate the employee's gross and net pay.

What does that mean, I'm not sure? Hours worked, rate of pay, taxes, gross , net , amount and purpose of all deductions are already there.

Page 3 lines 7-11

\$100 for each work week in which violations occurred, not to exceed \$5,000 and reasonable council fees and costs, unless an employer shows they acted in good faith and reasonably believed he met the requirements.

Now the burden is on the employer, just how does he do that, how does someone prove they acted in good faith. I'm talking about small employers that don't have professional help at hand. Penalties are out of line.

For all these reasons I asked for a no vote on SB38

WMDA/CAR is a trade association that has represented service stations, convenience stores and independent repair shops since 1937. Any questions can be addressed to Kirk McCauley, 301-775-0221 or kmccauley@wmda.net