



# MARYLAND STATE & D.C. AFL-CIO

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**SB 38 - Wage Payment and Collection - Pay Stubs and Pay Statements - Required Information  
Senate Finance Committee  
January 31, 2024**

**SUPPORT**

**Donna S. Edwards  
President  
Maryland State and DC AFL-CIO**

Madame Chair and members of the Committee, thank you for the opportunity to provide testimony in support of SB 38. My name is Donna S. Edwards, and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 300,000 union members in the state of Maryland, I offer the following comments.

We applaud SB 38 for promoting pay transparency and worker protections by requiring that pay stubs include common and essential information for all workers. There is nothing extraordinary in the information in SB 38 to be given to the employee. In fact, arguably the employer has all this information written down if they are accurately paying their employees and maintaining payroll information as required by law.

Maryland currently only requires that pay stubs include gross earnings and deductions. This is not enough information for a worker to know whether they have been properly compensated for their work. SB 38 requires: the employer's name, address, and telephone number, the number of hours worked, the rates of pay, and the amount and purpose of deductions, among others. The requirements of SB 38 will mean that workers and the state have the tools and information they need to help fight against wage theft.