

TESTIMONY FOR SB38/HB385 – PAYSTUB TRANSPARENCY

My name is Maria Argueta and I have been a member of 32BJ SEIU for 9 years in Baltimore, Maryland.

I am writing on behalf of the union 32BJ SEIU in **support** of SB38 or HB385. Our union is the largest property service union in the country. We currently have 3,882 members in Maryland. Our membership is mostly comprised of commercial building cleaners, security officers and airport service workers.

Unfortunately, wage theft is a regular problem for workers here. Too often, workers receive pay statements that do not show their pay rates, their hours of work, deductions, or even the dates of the pay period. Unlike many other states, Maryland does not create any way for workers to correct this problem, leaving us at the mercy of our employers with no checks and balances to prevent us from being taken advantage of.

Unfortunately, I have personally experienced wage theft. In a past job, I would get pay statements that didn't show my dates of work, my pay rate, deductions, or almost anything else. It was impossible for me to understand my pay when I questioned the amount on the check, and my employer was not helpful when I asked. I was usually quickly dismissed or ignored, and made to feel like I should just be lucky enough to even have this job. Maryland doesn't have retaliation protections, so nothing would have stopped my employer from firing me for asking questions. The lack of information and transparency on paystubs is a way to hide wage theft and take advantage of workers. Without basic information about rates, hours, and dates, there is no way for a worker to check to make sure they were paid correctly.

We should not have to live our lives intimidated by our employers and left feeling like we cannot stand up for ourselves. This bill would help make sure that all workers, including my 32BJ brothers and sisters, have complete visibility with pay stubs so that we can ensure that we are not being taken advantage of and that we are being paid fairly.

This bill is a simple and common-sense way to fix the problem of employers hiding wage theft with confusing pay statements. Most employers already put this basic information on pay statements – we are simply asking that ALL employers provide full transparency on pay statements..

We are urging for a **favorable** report, and we know that you will do what is right for all workers across Maryland

Sincerely,

Maria Argueta