



THE MARYLAND HOUSE OF DELEGATES  
ANNAPOLIS, MARYLAND 21401

**TESTIMONY OF DELEGATE PAM QUEEN**  
**HB 14 – Equal Pay for Equal Work - Inquiring About Wages - Prohibition on**  
**Adverse Action**  
**SUPPORT**

Greetings Chair Dereck Davis, Vice-Chair Kathleen Dumais, and members of the Economic Matters Committee:

This bill clarifies existing law to ensure that an employee may ask questions about her salary without encountering adverse actions. Often an employee may not know whether her overtime rate is the correct amount; whether she is receiving compensation for weekend work; whether worktime is compensated for travel from worksite to worksite; or the amount of Cost of Living Adjustments (COLA) authorized.

In 2016, the original Equal Pay for Equal Work Act (HB 1003) was passed, which protects an employee who inquires or discusses another employee's wages from adverse action. However, the bill's language omits that this same protection be given to those who inquire about their own wages as well. This needed clarification is proposed by the Public Justice Center to better equip women with combating the wage gap.

According to the Department of Labor, transparent discussions of wages with employers and co-workers can help to combat wage discrimination in the workplace. Wage transparency is a vital component in the fight to achieve equal pay for equal work in Maryland.

This minor, but important clarification is needed. I seek a favorable recommendation for this bill.



Pamela Queen &lt;pamela.queen@morgan.edu&gt;

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**COST OF LIVING RAISE: HAPPY HOLIDAYS!**

1 message

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**David Wilson** <david.wilson@morgan.edu>

Thu, Dec 12, 2019 at 1:44 PM

December 12, 2019

**MEMORANDUM****TO:** All Full-time Morgan State University Regular Employees**RE:** Salary Increase

Dear Colleagues:

I am pleased to announce that, effective January 1, 2020, all regular state employees will receive a one-percent (1%) Cost of Living Adjustment (COLA).

Although this increase does not include contractual employees, Morgan will provide the funds to grant each full-time contractual employee the one-percent (1%) cost of living increase, effective January 2020, as well.

Grant-funded employees will receive the COLA only if their funding agency has provided the required funding.

I want to take this opportunity to thank all employees for their tremendous service to the University.

Happy Holidays to all.

President Wilson

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