



**Frederick County Commission For Women**

401 Sagner Avenue  
Frederick, MD 21701  
(301) 600-1066

CFW@FrederickCountyMD.gov

[www.FrederickCountyMD.gov/fccfw](http://www.FrederickCountyMD.gov/fccfw)

[www.Facebook.com/fccfw](http://www.Facebook.com/fccfw)



**Written testimony of the in Support of Bill  
SB 217/HB 123: Wage History and Wage Range  
SUPPORT**

**COMMISSIONERS**

**Lakshmi Darbha**  
*President*

**Melissa Atherholt**  
*Vice President*

**Shauna Mulcahy**  
*Recorder*

**Valerie Dougherty**  
*Treasurer*

**Cindy Shubin**  
*Member-at-Large*

Rosario Campos  
Karen Czapanaskiy  
Lois Jarman  
Maura Page  
Desiree Tucker  
Marguerite Vacca-Kaye  
Tara Woodward

*The Commission for Women meets the second Tuesday of every month (except July) at 7:00pm. The public is invited.*

*The Commission for Women is affiliated with Frederick County Government*

Thank you for the opportunity to submit testimony on behalf of the Frederick County Commission for Women. The Frederick County Commission for Women is a non-partisan organization whose mission is “to create a stronger community by addressing challenges and fostering unlimited opportunities For All Women”.

Equal pay is of serious concern for Frederick County, whose families and households increasingly depend on women’s wages to create economic security as well as economic opportunities. Despite a rising number of female headed households, women in Frederick and all across Maryland, are still seeing significant pay gaps between their similarly situated and similarly qualified male peers. While prior legislation has been enacted to address the overt discrimination against women in the workplace, addressing the issue of salary history will help women overcome one of the many discrete forms of discrimination that still exist.

When employers use applicants prior salary in hiring or setting pay, they are adopting pay disparities or discrimination from past employment. Over several years, what may have started as a small disparity will be compounded as percentage raises, which are calculated as a percentage of a lower salary, will be inherently lower than the raises of higher salaried peers. Those losses may seem small, but as the losses are compounded they can have a dramatic effect on lifetime income, benefits, and retirement contributions.

It is time that Maryland join the wave of states who have already put laws in place to end the practice of requesting and relying on salary history to make employment decisions. Early evidence out of California, which passed similar legislation in 2017, shows that it has already helped narrow gender wage gaps in that state.

While this legislation is not a complete solution to the wage gap problem facing our communities, we believe this is a step in the right direction. On behalf of the Frederick County Commission for Women, we would like to thank OUR delegate, Del. Karen Lewis Young, for sponsoring this important legislation.

**We ask for your support of SB 217/HB 123 and strongly urge a favorable Committee Report**

***Our Mission: To create a stronger community by addressing challenges and fostering unlimited opportunities for all women.***

The FCCFW is a non-partisan organization that does not discriminate on the basis of gender, age, race, ethnicity, sexual orientation, religion, education, employment, economic standing, political affiliation or national origin. © 1993-2019 FCCFW Rev. 12/02/19