



Maryland Legislative Agenda for Women

Bill No: House Bill 123
Title: Labor and Employment - Wage History and Wage Range
Committee: Economic Matters
Hearing Date: February 4, 2020
Position: SUPPORT

The Maryland Legislative Agenda for Women (MLAW) is a statewide coalition of women's groups and individuals formed to provide a non-partisan, independent voice for Maryland women and families. MLAW's purpose is to advocate for legislation affecting women and families. To accomplish this goal, MLAW creates an annual legislative agenda with issues voted on by MLAW members and endorsed by organizations and individuals from all over Maryland. **House Bill 123 a priority on the 2020 MLAW Agenda.**

MLAW supports House Bill 123 because this bill would prohibit employers from using an applicant's previous salary to determine an employee's new salary.

America was founded on the idea that all of us are created equal. This ideal should hold true at home and at work. Paying people fairly for the work that they do should not depend on gender or race, but America is falling short on this ideal across all sectors of the economy. The federal Equal Pay Act of 1963 and the Lilly Ledbetter Fair Pay Act of 2009 helped to close the gender pay gap, but they were not enough. Despite the passage of these laws, women on average still only make 80 cents for every dollar a man makes. The situation is even worse for women of color. African American women make 60 cents, and Latinas only 55 cents per each dollar made by a white man.

The wage gap damages the long-term security of women and their families. Over a woman's lifetime, the gender gap is estimated to cost her between \$500,000 and \$1.2 million. This is a staggering amount of unfair lost income, and it means less money to make ends meet, save to purchase a home, send kids to college, or retire with dignity.

A 2015 study discovered 93% of voters want to ensure women and men receive equal pay for equal work, and a 2014 survey found that equal pay was ranked as the most important issue to working class women.

While stopping employers from asking salary history and making compensation information more transparent will not completely close the wage, these measures are huge leaps in the right direction. It is incredibly important to pass pay equity now since the wage gap has barely decreased in the last decade.

The Maryland Legislative Agenda for Women strongly urges the passage of House Bill 123.

Maryland Legislative Agenda for Women (MLAW)

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MLAW Supporting Organizations

The following organizations have signed on in support of 2020 Legislative Agenda:

AAUW Maryland
Anne Arundel County Commission for Women
Anne Arundel County NOW
Baltimore County Women's Commission
Calvert County Commission for Women
Charles County Commission of Veterans Affairs
DC Coalition for Safe and Just Communities
Federation of Jewish Women's Organization of Maryland
Greater Washington Jewish Coalition Against Domestic Abuse (JCADA)
HopeWorks of Howard County
Law Office of Carole D. Brown, LLC
Lincoln Park Historical Foundation
Maryland Business and Professional Women
Maryland Coalition Against Sexual Assault
Maryland NOW
Maryland Women's Heritage Center
MoCoWoMen
Montgomery County BPW
Montgomery County NOW
Montgomery County Women's Democratic Club
Montgomery County Young Democrats
National Coalition of 100 Black Women, Inc., Anne Arundel Chapter
National Coalition of 100 Black Women, Prince George's County, Md
North Arundel Alumnae Chapter, Delta Sigma Theta Sorority, Inc.
On Our Own of Montgomery County Inc.
Planned Parenthood of Maryland
Prince George's County Drug Policy Coalition, Inc.
The Human Trafficking Prevention Project
The Law Office of Jessica O'Kane
The QED Foundation
Women's Equality Day 2020 Celebration Coalition
Women's Law Center of Maryland