

**Testimony in Support of House Bill 123  
Labor and Employment – Wage History and Wage Range**

**House Economic Matters Committee  
February 4, 2020  
1:00 PM**

**Sean Johnson  
Government Relations**

The Maryland State Education Association supports pay equity and supports House Bill 123 that prohibits an employer from relying on an applicant’s wage history for screening or considering the applicant for employment or in determining the pay for the applicant.

MSEA represents 75,000 educators and school employees who work in Maryland’s public schools, teaching and preparing our 896,837 students for the careers and jobs of the future. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3 million-member National Education Association (NEA).

A salary history ban exists in states and cities across the country and can end a process of gender discrimination that is inherent in the process of seeking an applicant’s salary history. Women still earn on average about 80 cents to a man’s dollar nationwide, thus, basing salaries on past wages just ensures that women continue to be disadvantaged into future jobs. We know salary history is not a neutral way of determining market value of a candidate and so it should be prohibited from employer questions, so they remain focused on a candidate’s qualifications and value, like experience, education, training, previous levels of responsibility, and references.

Now is the time for Maryland to join the nationwide movement to stop relying on salary history. The other states to pass a law prohibiting this process include our neighbors Delaware and New Jersey, as well as California, Colorado, Connecticut, Hawaii, Illinois, Maine, Massachusetts, New York, Oregon, Vermont, and Washington.

**MSEA supports pay equity and requests a favorable report for House Bill 123.**