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Patrick Moran - President

Testimony
HB 123 – Labor and Employment –
Wage History and Wage Range
Support

AFSCME Council 3 supports HB 123. This legislation works to address the pay gap between male and female employees in the public and private sectors by guaranteeing that employers no longer rely on an applicant's salary history when setting wages during hiring. The legislation also enshrines the practice of including salary ranges to the application process; a tradition that the public sector has been engaged in for many years and has helped to narrow the wage gap among federal, state, and local government employees.

In FY2019, male state employees in Maryland earned on average \$6,167 more than female state employees. This is a wage gap of roughly 10%. The wage gap has grown since FY2014, where male state employees earned an average of \$5,484 more than female state employees. When women earn 90 cents to every dollar a male employee makes in state government, Maryland's economy suffers. We know these numbers become even larger when we factor in race. In FY2019, African American state employees earned on average \$10,082 less than white employees.

When a candidate for a state position applies for a state job, the salary range for the position is included in the posting. Department of Budget and Management (DBM) salary guidelines set that no employee can be hired outside of this salary range but do allow for an applicant to negotiate a starting salary above the minimum base pay for the position in instances where the position has been difficult to recruit for. Justifying an above base hire due to recruitment challenges can be done without requiring an applicant's salary history. The state already collects the data on how long a position has been vacant, the total number of applications that meet minimum qualifications within a geographical region, turnover rates, and so forth.

HB 123 also includes statutory damages (i.e. fines) which are a necessary motivator. While a fine collected from one agency and paid to another agency (the commission) might seem pointless, AFSCME believes the threat of such an embarrassing outcome might keep some state agencies on track and abiding by the law. An enforceable wage history and wage range law here in Maryland law help fix the wage disparities between women and men in state government, and across public and private sectors.

For all of these reasons, we urge a favorable report on HB 123.

Every AFSCME Maryland State and University contract guarantees a right to union representation.
An employee has the right to a union representative if requested by the employee.
800.492.1996

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Department of Budget and Management

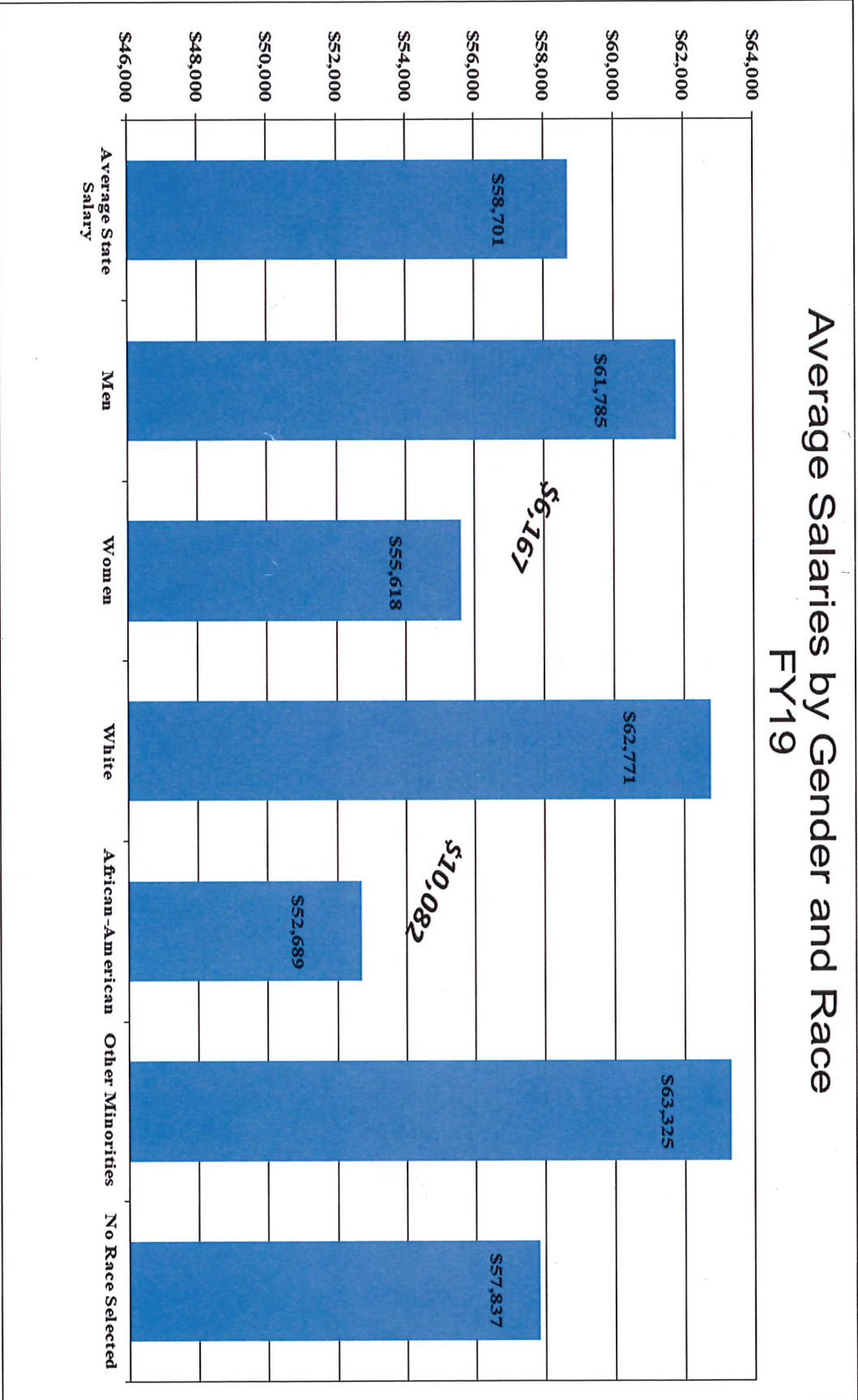


Annual Statewide Equal Employment Opportunity Report - Fiscal Year 2019

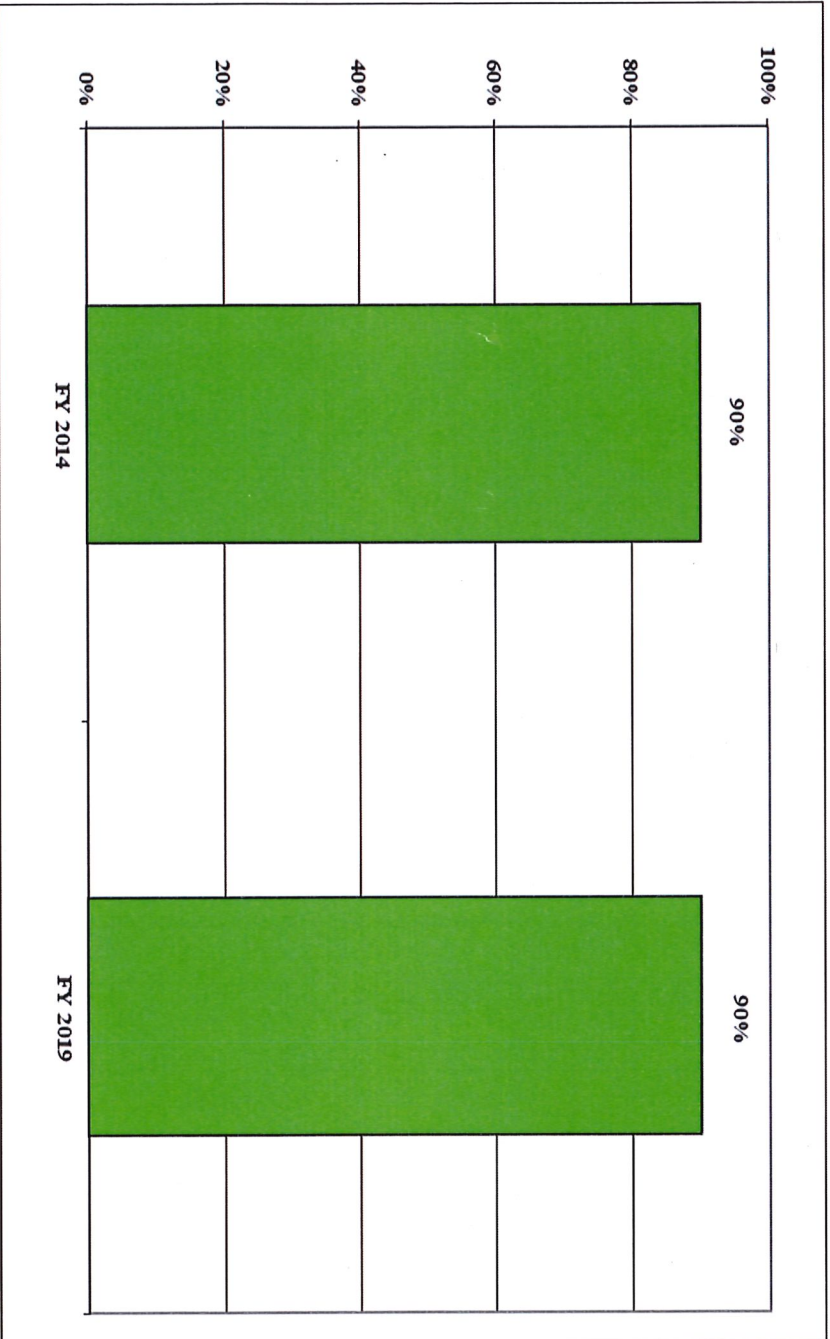


Larry Hogan, Governor • Boyd K. Rutherford, Lt. Governor • David R. Brinkley, Secretary

Average Salaries by Gender and Race FY19

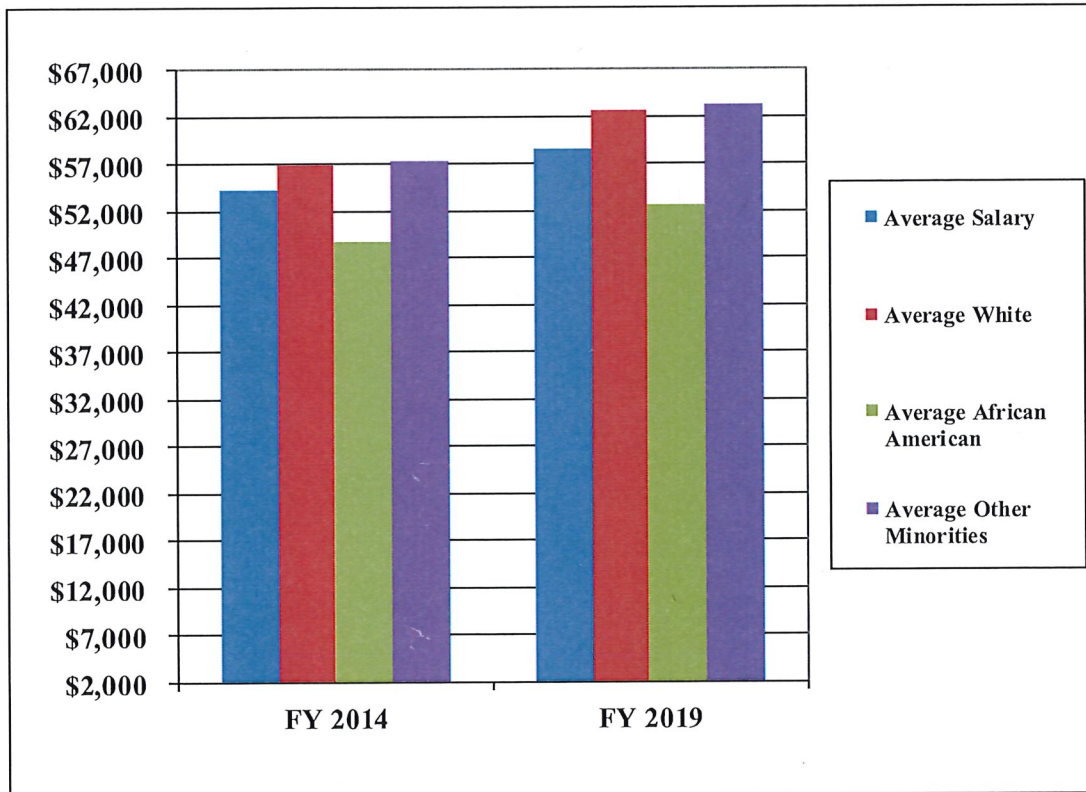


Average Salary for Women Trails Average Salary for Men



**COMPARISON OF AVERAGE SALARIES BY RACE
FOR FY 2014 AND FY 2019**

Year	Average Salary	White	African American	Other Minorities
FY 2014	\$54,413	\$57,043	\$48,780	\$57,416
FY 2019	\$58,701	\$62,771	\$52,689	\$63,325



**COMPARISON OF AVERAGE SALARIES BY GENDER
FOR FY 2014 AND FY 2019**

Year	Average Salary	Men	Women
FY 2014	\$54,413	\$57,155	\$51,670
FY 2019	\$58,701	\$61,785	\$55,618

