



**Testimony in Opposition to
HB 123 Labor and Employment – Wage History and Wage Range**

Mr. Chairman, Members of the Economic Matters Committee: the Maryland Hotel Lodging Association opposes this bill. While we understand the reasoning behind this legislation, we believe the bill is intrusive into private sector business.

Negotiations between an employer and a potential employee are sacrosanct and private. Frequently, salary ranges are set by a national company and are firm and not negotiable between an on-site employer and potential employee. On the other hand, if an employee is a “super star”, an employer may want to ensure that the salary offer to the potential employee is adequate enough to secure the hire. By setting these parameters, negotiations may be stymied.

Most employers are willing to discuss the wage scale, but if necessary, the employer may want to go above that scale on certain occasions.

In short, we ask the Committee to give this bill an Unfavorable Report as it is harmful to employer/employee relations and the hiring process.

Thank you for your consideration.

For further information, contact:

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