



The Voice of Merit Construction

February 4, 2020

Mike Henderson

President
Baltimore Metro Chapter
mhenderson@abcbaltimore.org

Chris Garvey

President & CEO
Chesapeake Shores Chapter
cgarvey@abc-chesapeake.org

Debra D. Livingston CAE

President & CEO
Metro Washington Chapter
dlivingston@abcmetrowashington.org

Amos McCoy

President & CEO
Cumberland Valley Chapter
amos@abccvc.com

Mark McDaniel

Chairman
Joint Legislative Committee
mmcdaniel@nlpentinc.com

Robert Zinsmeister

Director of Government Affairs
Metro Washington Chapter
bzinsmeister@abcmetrowashington.org

Additional representation by:
Harris Jones & Malone, LLC

TO: ECONOMIC MATTERS COMMITTEE
FROM: ASSOCIATED BUILDERS AND CONTRACTORS
RE: H.B. 123- LABOR AND EMPLOYMENT- WAGE HISTORY AND WAGE RANGE
POSITION: OPPOSITION

6901 Muirkirk Meadows Drive
Suite F
Beltsville, MD 20705
(T) (301) 595-9711
(F) (301) 595-9718

Associated Builders and Contractors (ABC) opposes H.B. 123 which is before you today for consideration. The bill would require the employer to provide on request to an applicant, the wage range for the position which the applicant is seeking. The bill would prohibit an employer from screening or considering an applicant or determining an applicant's wages based on the applicant's wage history and from seeking wage history for an applicant.

H.B. 123 will increase the need for changes in the advertising of employment opportunities. Businesses will also amend their internal documents to reflect the prohibitions included in the bill. As noted in the fiscal note, the legislation may prolong the hiring process by not being able to confirm the wage history until after an offer has been made to the applicant. We believe current protections are adequate and that H.B. 123 is not needed.

On behalf of the over 1,500 ABC business members in Maryland, we respectfully request an unfavorable report on H.B. 123.

Robert Zinsmeister, Director
Government Affairs

