



MARYLAND LEGISLATIVE LATINO CAUCUS

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TO: Delegate Dereck E. Davis, Chair
Delegate Kathleen M. Dumais, Vice Chair
Economic Matters Committee Members

FROM: Maryland Legislative Latino Caucus (MLLC)

RE: HB123 Labor and Employment - Wage History and Wage Range

The MLLC supports HB123 Labor and Employment - Wage History and Wage Range.

The MLLC is a bipartisan group of Senators and Delegates committed to supporting legislation which improves the lives of Latinos throughout our state. The MLLC is a voice in the development of public policy affecting the Latino community and the state of Maryland. Thank you for allowing us the opportunity to express our support of HB123.

While Maryland has made great strides in addressing gender and racial disparities, there is more work to be done. Wage discrimination for women and people of color is perpetuated by determining wages based on a job applicant's wage history. The National Women's Law Center reports that in Maryland, Black women are paid 69 cents on the dollar paid to white, non-Hispanic men and Latinas are paid 46 cents—the 4th largest wage gap for Latinas in the country. The pay gap exists regardless of level of education and almost every occupation, despite whether the position is traditionally held by men or women. Latino and immigrant communities are vulnerable to wage discrimination because for many asking about wage range information is an intimidating task. However, with inquiry protections in place, individuals will be emboldened to exercise their rights.

HB123 prohibits an employer from seeking an applicant's wage history or determining an applicant's wages based on their wage history. In addition, upon request by an applicant, the employer must provide the wage range of the position. We support all our community members who just want transparency and fair compensation. Maryland must continue its fight for equal pay and this is a step towards its goal.

The MLLC supports this bill and urges a favorable report on HB123.