



MARYLAND ACADEMY OF FAMILY PHYSICIANS

ABLE, RESPONSIVE FAMILY PHYSICIANS SERVING THEIR COMMUNITIES

DATE: February 13, 2020

TO: Delores Kelley, Chair, Finance Committee
Brian Feldman, Vice Chairman, Finance Committee
Dereck Davis, Chairman, Economic Matters Committee
Kathleen Dumais, Vice Chair, Economic Matters Committee
Senator Susan Lee
Delegate Karen Young

FROM: MD Academy of Family Physicians, Mozella Williams, M.D., President

RE: SUPPORT FOR SB 217 & House Bill 123—Labor and Employment—Wage History and Wage Range

On behalf of the Maryland Academy of Family Physicians (“Academy”), I am writing in support of Senate Bill 217 and House Bill 123—Labor and Employment—Wage History and Wage Range. The Academy is the largest professional medical specialty society in Maryland, with over 1,200 members who are practicing family physicians, family physicians in training and medical students. The Academy requests your support for this legislation.

Addressing pay equity issues is a priority for the Academy. Maryland physicians earn less on average than physicians nationally, in many cases less than what physicians typically are paid in starting salaries, according to the *2018 Survey of Maryland Physician Compensation*, conducted by Merritt Hawkins for MedChi. Moreover, female physicians in Maryland earn less than male physicians when hours worked are accounted for. For example, female internal medicine physicians working 41 hours a week or more earn 37% less than male physicians in the same specialty working similar hours.

We view SB 217 as a tool to be used to address this effort, as it allows an applicant to request from a prospective employer the wage range for the position applied for and protects that applicant from retaliation for seeking this information.

For these reasons, the Academy supports SB 217.

cc: Members, Finance Committee
Members, Economic Matters Committee