

**Testimony in Support of Senate Bill 217
Labor and Employment – Wage History and Wage Range**

**Senate Finance Committee
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1:00 PM**

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The Maryland State Education Association supports pay equity and supports Senate Bill 217 that prohibits an employer from relying on an applicant's wage history for screening or considering the applicant for employment or in determining the pay for the applicant.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our 896,837 students for the careers and jobs of the future. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3 million-member National Education Association (NEA).

A salary history ban exists in states and cities across the country and can end a process of gender discrimination that is inherent in the process of seeking an applicant's salary history. Women still earn on average about 80 cents to a man's dollar nationwide, thus, basing salaries on past wages just ensures that women continue to be disadvantaged into future jobs.

MSEA supports pay equity and requests a favorable report for Senate Bill 217.