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MARYLAND ASPHALT ASSOCIATION



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February 28, 2023

Chairman C.T. Wilson, Chair
Economic Matters Committee
231 House Office Building
Annapolis, MD 21401

RE: House Bill 832 – UNFAVORABLE – Labor and Employment – Equal Pay for Equal Work – Wage Range Transparency

Dear Chair Wilson and Members of the Committee:

The Maryland Asphalt Association (MAA) is comprised of 19 producer members representing more than 48 production facilities, 25 contractor members, 25 consulting engineer firms and 41 other associate members. MAA works proactively with regulatory agencies to represent the interests of the asphalt industry both in the writing and interpretation of state and federal regulations that may affect our members. We also advocate for adequate state and federal funding for Maryland's multimodal transportation system.

House Bill 832 would require employers to disclose the hourly or salary wage or wage range, a general description of applicable benefits, and any other compensation in each public or internal job posting. It would also require an employee who is being promoted or transferred within a company to be provided with the same information and compel employers to maintain a record of compliance with all of these provisions. Lastly, it authorizes an employee or potential employee to bring an action for injunctive relief or for damages if an employer knew or reasonably should have known that their actions violated these provisions and increases civil penalties from \$300 to \$1,000 for the second violation and from \$600 to \$5,000 for subsequent violations.

This bill is overreaching and onerous, yet again on Maryland's employers. It is particularly problematic as it relates to authorizing an applicant for employment to bring an action for not properly disclosing the wage range. We are still recovering from the COVID-19 pandemic, and other recently enacted employer requirements. The intent of this legislation may be to punish bad actors, but by enacting this law, you are punishing all Maryland employers.

We appreciate you taking the time to consider our request for an UNFAVORABLE report on House Bill 832.

Sincerely,

Marshall Klinefelter
President
Maryland Asphalt Association