

Delegates of Maryland,

I am writing in favor of HB0832 - Labor and Employment - Equal Pay for Equal Work - Wage Range Transparency. This bill means a lot to me, because I think it is incredibly important for transparency in wage ranges. As a worker in a high demand field, it can be frustrating to apply for jobs and go through multiple rounds of conversations and when it finally comes to salary talks finding out that the job is significantly below what you were expecting. Additionally, each time these conversations happen the company already knew what the range they were willing to pay for the candidate was but chose to not publish it. Hiding this salary range does not help anyone here and just makes things more difficult for the constituents in Maryland. Many companies have started to voluntarily publish salaries in response to laws from California, Colorado, and Washington state. Enforcing this in Maryland will help drive competition of in demand workers and make workers know their value. I greatly appreciate the time taken and dedicated to this bill and am hoping we can make this bill a reality to help the constituents of Maryland

- Joe Zerafa. Resident of District 12A