



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 Transportation Builders and Materials Association (MTBMA) has been and continues to serve as the voice for Maryland's construction transportation industry since 1932. Our association is comprised of 200 members. MTBMA encourages, develops, and protects the prestige of the transportation construction and materials industry in Maryland by establishing and maintaining respected relationships with federal, state, and local public officials. We proactively work with regulatory agencies and governing bodies to represent the interests of the transportation industry and 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.

Thank you,

Michael Sakata
President and CEO
Maryland Transportation Builders and Materials Association