

**February 28, 2023**

**Testimony on HB 832**  
**Labor and Employment – Equal Pay for Equal Work – Wage Range Transparency**  
**Economic Matters**

**Position: Favorable**

Common Cause Maryland supports HB 832, which is a common-sense next step in strengthening Maryland's equal pay laws by requiring transparency around salary ranges in job postings.

Increased transparency about the possible salary range for a position during the hiring process improves the experience both for jobseekers and employers. Transparency can also help address the persistent gender- and race-based wage gaps that are holding back Maryland women.

Comparing all men and all women working full time, year-round, women in Maryland are typically paid 86 cents for every \$1 paid to a man. But the wage gap is worse for many women of color compared to white, non-Hispanic men:

- Latina women: 46 cents
- Black women: 68 cents
- Native American women: 74 cents
- Asian American women: 83 cents

HB 832 would help address this by requiring that all job listings include the salary range available for the position. Research shows that when job applicants are clearly informed about the context for negotiations, including the salary range, gender differences in negotiation outcomes diminish, which could help narrow gender wage gaps. Providing applicants with a salary range that the employer is willing to pay helps level the negotiating playing field by giving applicants important information that can inform an initial offer that is less tied to their previous pay levels or personal identity.

Many employers in Maryland, including state and local governments and institutions like Johns Hopkins, already use this best practice. Transparency helps businesses better attract and retain talent, and it avoids the potential wasted time from interviewing candidates who are seeking a salary outside the business's budget for the position. A Glassdoor survey found nearly 2 in 3 employees prefer to work at a company that discloses pay information over one that does not. Another survey found 98% of respondents believe employers should share salary ranges in job postings and more than half would not even apply for a job that does not disclose the salary range.

**We strongly urge a favorable report.**