



February 8, 2024

Senate Finance Committee  
Senator Pamela Beidle  
3 East  
Miller Senate Office Building  
Annapolis, Maryland 21401

**Re: SB 0525** – Equal Pay for Equal Work - Wage Range Transparency - **Oppose**

Dear Senator Beidle:

SB 0525 would amend the existing law enacted in 2020 to require job postings to include the applicable wage range for that job in real time. The existing law requires an employer to provide the wage range upon request of the employee. This bill would also add injunctive relief/damages, in addition to existing fines/penalties of up to \$10,000 or actual damages, whichever is greater, plus attorney's fees.

The significant change in requiring the wage range in job postings and the punitive penalties assessed, will remove an employer's discretion and limit timing in changing wage ranges (during budgeting processes, or when economic circumstances require).

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, opposes this bill. We therefore request that you give this bill an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads "Mike McMullin".

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Delegate April Rose  
Senator Justin Ready