



TESTIMONY FOR SB0525

Equal Pay for Equal Work - Wage Range Transparency

Bill Sponsor: Senators Kelly and Gile

Committee: Finance

Organization Submitting: Maryland Legislative Coalition

Person Submitting: Aileen Alex, co-chair

Position: FAVORABLE

I am submitting this testimony in favor of SB0525 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of individuals and grassroots groups with members in every district in the state with well over 30,000 members.

MLC supports a bill that requires an employer to disclose wage and benefit information in job postings and that the wage range is set in good faith. This change to our cultural practices helps Maryland employers to attract qualified workers as the national unemployment rate reaches historic lows. Another advantage for employers--and potential employees--is a streamlined process as people apply only for jobs that meet their pay requirements.

Transparent pay practices contribute to pay equity. SB0525 addresses the disadvantages women face in establishing a fair salary due to stereotyping, socialization, discrimination, and implicit bias. Pay transparency also increases wages for low-paid workers, who are disproportionately women. These are all long-standing problems that need a variety of solutions including wage transparency.

We support this bill and recommend a **FAVORABLE** report in committee.