



The Voice of Merit Construction

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To: Senate Finance Committee
From: Associated Builders & Contractors
RE: SB 525 - Labor and Employment - Equal Pay for Equal Work – Wage Range Transparency
Position: Unfavorable

Associated Builders and Contractors (ABC) represent more than 1500 construction and construction-related companies through its four Maryland chapters. Our members believe in the tenets of free enterprise, investing in their workforce and giving back to the communities in which they live, work and play.

Senate Bill 525 expands the applicability, requirements, and penalties of the State's Equal Pay for Equal Work Law. An employer must disclose specified wage, benefit, and other compensation information in public or internal job postings and to applicants to which the job posting was not made available. The proactive disclosures have additional specified requirements and replace the existing requirement to disclose wage history to an applicant on request. The wage range must be set by the employer in good faith. Existing retaliation provisions are updated to incorporate employee promotions or transfers. Employers must keep records of compliance with the updated requirements for at least three years.

ABC opposes SB 525, while we fully support the principle of fair compensation practices, the bill's extensive disclosure requirements burden employers, lack clarity on setting wage ranges, and increase administrative overhead. The updated retaliation provisions and enforcement measures disproportionately favor litigious approaches over constructive resolution. We urge the committee to reconsider for a more balanced approach.

ABC appreciates your consideration and, for these reasons, respectfully requests a **unfavorable** report on Senate Bill 525.

*Martin "MJ" Kraska
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