



January 31, 2017

The Honorable Thomas M. Middleton  
Finance Committee  
3 East, Miller Senate Office Building  
Annapolis, MD 21401

**RE: SB 404 – Job Announcement and Salary History Information Disclosures - Oppose**

Dear Senator Middleton:

This bill seeks to require employers with 15 or more employees to include a huge amount of information in job postings/advertisements, such as: minimum rate of pay, how pay is calculated and eligibility for overtime. In addition it would prohibit the employer from paying less than what is stated in the job posting, and imposes several other restrictions concerning when salary history information can be sought and under what circumstances.

While federal law has guaranteed employees the right to discuss wages, hours and other conditions of employment for decades, this bill unnecessarily includes it. Further, these provisions remove the rights and flexibility of an employer to change the wage range of a job based on factors relevant to the job and to the available applicants, without first having to re-advertise the job with the new rate. It also places restrictions on what an employer can say to other, prospective employers seeking reference/background information. Employers do not, contrary to popular belief, rely *solely* on previous salary information to negotiate wages with new employees.

There is no objective data suggesting that eliminating salary history information from the hiring process or adding this information to job advertisements, furthers the goal of ending illegal pay discrepancies.

The Carroll County Chamber of Commerce, a business advocacy organization of over 560 members, opposes this bill and asks that you give it an unfavorable report.

Sincerely,

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

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Senator Justin Ready  
Delegate Susan W. Krebs

**Carroll County Chamber of Commerce • 9 East Main Street • Westminster, MD 21157  
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