



February 19, 2019

The Honorable Dereck E. Davis  
Economic Matters Committee  
Room 231, House Office Building  
Annapolis, MD 21401

**RE: HB 0634** – Labor and Employment - Wage History and Wage Range – **Oppose**

Dear Delegate Davis:

HB 0634 generally prevents the employer from seeking wage history information or from using it as the justification for compensation offers.

Most employers do not, contrary to popular belief, rely *solely* on previous salary information to negotiate wages with new employees. This is but one factor that may be taken into consideration and can be an indicator of the level of responsibility and scope of the previous job(s) held by the applicant, in addition to other information.

There is no objective data suggesting that eliminating salary history information from the hiring process furthers the goal of ending illegal pay discrepancies. It will simply take away the discretion an employer should have in making these decisions without adding any value to the applicant or the hiring process.

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, opposes this bill and asks that you give it an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads 'Mike McMullin'. The signature is written in a cursive, slightly slanted style.

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Delegate Haven Shoemaker  
Senator Justin Ready