



February 12, 2019

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

RE: HB 0790 – Equal Pay for Equal Work - Enforcement - Civil Penalties (Equal Pay Remedies and Enforcement Act) – Oppose

Dear Delegate Davis:

HB 0790 requires that employers who are found to have violated Maryland's Equal Pay for Equal Work law to pay an additional penalty equal to 10% of the amount of damages owed by the employer for violations.

Current law states that violation results in the employer being guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$300 and already allows for injunctive relief or damages recommended by the Commissioner.

The purpose of this supplemental penalty is unclear. There is no documented evidence that wage discrimination exists on a rampant level in the state to justify such a penalty. Employers are already subject to various state and federal laws that bar pay discrimination based on several characteristics. Piling on additional penalties therefore seems only to be punitive in nature.

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'.

Mike McMullin
President
Carroll County Chamber of Commerce

CC: Delegate Haven Shoemaker
Senator Justin Ready

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