



January 28, 2020

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

**Re: HB 0014 – Equal Pay for Equal Work - Inquiring About Wages - Prohibition on Adverse Action – Oppose as Written**

Dear Delegate Davis:

HB 0014 prohibits an employer from taking any adverse employment action against an employee for inquiring about the employee's wages or another employee's wages or disclosing the employee's wages or another employee's wages.

There is a concern raised when an employee complains that one or more coworkers are discussing his or her wages without that employee's permission. This is sometimes in the form of workplace bullying, when one or more coworkers harass an employee who just received a pay increase. There are instances where the coworkers bullied the coworker on social media suggesting she received a raise in exchange for sexual favors. We would ask that you amend the language of the current bill in Section 3-304.1(a)(3)(iii), to read, "discussing another employee's wages if those wages have been disclosed *by the other employee* voluntarily;". We believe this will provide necessary protections to both employees and businesses wishing to protect all employees from unwanted negative gossip and/or bullying that would be allowed otherwise.

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, opposes this bill as written, but would support a change in language. We therefore request that you give this bill 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