February 20, 2018

Thomas "Mac" Middleton
Chairman
Senate Finance Committee
Miller Senate Office Building
Annapolis, MD 21401

RE: SB 377 - Labor and Employment – Pay Scales and Wage History Information - Opposed

On behalf of the Building Owners & Managers of Greater Baltimore (BOMA), I am writing to respectfully request an unfavorable report on Senate Bill 377 - Labor and Employment – Pay Scales and Wage History Information.

The bill imposes significant restrictions on a prospective employer’s ability to evaluate information provided by a job applicant. Essentially, the bill prohibits an employer from seeking wage history information, and on relying on wage history information in evaluating an applicant for a job.

Wage history is just one element, although an essential element, in the evaluation process for prospective employees. Combined with other information, such as the identity of former employers, positions held and the period of time in which the applicant was previously employed in those positions, wage history provides an accurate and fair method of determining the suitability of the applicant for an open position with the prospective employer. Wage history also offers a critical component to the hiring decision by identifying the job applicant’s increasing levels of responsibility reflected in their work history and allows a prospective employer to level the playing field between applicants who report similar job titles in their work history.

Finally, there is no evidence of which BOMA is aware, that the use of wage history in the review of application for employment is in any way unfair to the applicant or has been used adversely against the applicant. The job market consists of willing buyers (employers) and sellers (employees). An applicant is always free to negotiate for a higher wage, and if the applicant is unwilling to provide wage history, there is no legal requirement to do so.

For these reasons, BOMA respectfully requests an unfavorable report on SB 377.

Very truly yours,

[Signature]

Bryson F. Popham

cc: Members of the Senate Finance Committee