

Maryland Legislative Agenda for W♀omen 2018



FOR MORE INFORMATION ON THE
2018 MARYLAND LEGISLATIVE AGENDA FOR WOMEN
CONTACT:

305 W. Chesapeake Avenue, Suite 201
Towson, MD 21204
443-519-1005 phone/fax
mdlegagenda4women@yahoo.com
www.mdlegagendaforwomen.org



Maryland Legislative Agenda for Women

Overview

The Maryland Legislative Agenda for Women (MLAW) is a statewide coalition of women's groups and individuals formed to provide a non-partisan, independent voice for Maryland women and families. The coalition advocates for progressive legislation and policies that promote and protect the well-being of Maryland women and their families and provide them opportunities to develop their full potential.

Our Vision

Maryland women and their families have a right, by law, to an adequate and sustainable quality of life and an opportunity to develop their full potential.

Guiding Principles

- An adequate standard of living regardless of ability to work or achieve financial independence
- Personal safety at home, school and the workplace
- Freedom from discrimination in Maryland's economic, educational, judicial, political, and social system
- Equal access to quality health care and reproductive services
- Safe and affordable child and dependent care
- A quality, public education
- Equitable and responsible implementation and enforcement of rights and protections provided by existing law
- Elimination of discriminatory policies and practices based on age, ethnicity, gender, physical abilities and attributes, race, and sexual orientation
- Family-friendly employment practices

Board of Directors

| | | |
|----------------------------------|--|---------------------------------|
| Shaundra Allen | Elizabeth Joyce, <i>Vice President</i> | Erin Prangley |
| Wandra Ashley-Williams | Stacey Korbela | Anita Riley, <i>Secretary</i> |
| Lee Bachu | Pam Luby | Michelle Siri, <i>Treasurer</i> |
| Dante Bishop | Linda Mahoney | Joan Stine |
| Michaele Cohen, <i>President</i> | Ruth Martin | Kathleen White |
| Joanna Diamond | Giulia McPherson | Caren Williams |
| Cassandra Freeman | Edith Miller | |
| Sulma Guzman | Diana Philip | |

MLAW Staff

Jessica Morgan

2018 MLAW SUPPORTERS

Organizations

Action Annapolis
American Association of University Women, Kensington-Rockville Branch
American Association of University Women, Maryland
Anne Arundel County Democratic Women
Anne Arundel County Indivisible
Baltimore County Commission for Women
Bound for Better, advocates against domestic violence
Business and Profession Women of Maryland
Calvert County Commission for Women
Charles County Commission for Women
Consumer Health First
Co-op Arundel
District 31 Democratic Club
Friends of Eve Hurwitz
Greater Washington Jewish Coalition Against Domestic Abuse (JCADA)
Heels and Hustle
Human Trafficking Prevention Project at the University of Baltimore School of Law
LetsAgreeToAgree.org
Maryland Coalition Against Sexual Assault
Maryland Network Against Domestic Violence
Maryland State Conference of NAACP Branches
Maryland Women's Heritage Center
MissHeard Media
MoCoWoMen
MomsRising
Montgomery County Business and Professional Women
Montgomery County Commission for Women
Montgomery County Young Democrats
NAACP—Randallstown
National Coalition of 100 Black Women, Inc., Anne Arundel County Chapter
National Coalition of 100 Black Women, Inc., Baltimore Metropolitan Chapter
National Organization for Women – Anne Arundel County
National Organization for Women - Maryland
National Organization for Women - Montgomery County
Delta Sigma Theta Sorority, Inc., North Arundel County Alumnae Chapter
Planned Parenthood of Maryland
Prince George's County Commission for Women
Solidarity Maryland
Southern Prince George's Business and Professional Women
Together We Will Baltimore Area
WISE (Women Indivisible Strong & Effective)
Woman's Democratic Club of Montgomery County
Womens Justice Consortium
Women's Law Center of Maryland
Young Democrats of Maryland Women's Caucus
Zonta Club of Annapolis
Zonta Club of Mid-Maryland

**The names of individuals and organizational supporters may only support some components of the agenda that pertain to their mission and work.*

Individuals

| | | | |
|---------------------------|---------------------------|---------------------------|-----------------------------|
| Adrienne Newberg | Don Schreffler | Kate Stevenson | Patricia A. Harrison |
| Alex Righter | Doug Shade | Katharine M. Rogers | Patricia D. Fenn |
| Alexandria Lippincott | Dr. Dorothy Camara | Kathryn Holt | Patricia Miller |
| Alice Chambers | Dr. Lorraine Chase | Kathy E McKnight | Patricia Strott-Whea |
| Alix Swann | Dr. Rita L. Robinson | Kayla Beckert | Paul Geller |
| Allyson Boss | Edie Meyers | Keshia Baird | Rainette Bannon |
| Allyson Laws | Edith Allisin | Kimberly Haven | Rebecca Benzer |
| Amanda Cardone | Edward L R Johnosn | Kris Boyer | Renee Lynn Mason |
| Amber Guthrie | Eileen Menton | Kristin Jurkscheit | Rick Diamond |
| Ananya Tadikonda | Elaine Blackman | Laura Davis | Rob Savidge |
| Anita Riley | Elaine C. Sonntag | Laure Ruth | Robin J. Dax |
| Anita Rosen | Elaine Phillips | Leigh Goodmark | Rosalind Pearlman |
| Anita Taylor | Elizabeth Frances Johnson | Leilani Fryauff | Ruth Casper |
| Anne Potts | Elizabeth Joyce | Leslie Milano | Ruth Manchester |
| Aron Axe | Elizabeth Pugliese | Linda Boteach | Ruth Martin |
| Barb Weiner | Emily Evans | Linda Dean Fihelly | Sally Diamond |
| Barbara Fay | Erin Prangley | Linda Eggbeer | Sandra Bryant |
| Barbara Garrard | Esther Jacobson | Linda V. Forsyth | Sandy Bell |
| Barbara J Ratner | Ethan Vidal | Linda Shaw | Sara Baum |
| Barbara Levenson | Eve Hurwitz | Lindsay Jones | Sara Westrick Schomig |
| Barbara Melody Moore | Evelyn B. Cherry | Lindsey Turnbull | Scott Houston |
| Barbara Smelser | Farrah Champagne | Lisa Rubinstein Fuller | Shae Allen |
| Betty Clark | Frances R. Smith | Lisa Smith | Shana S Jacobs |
| Bobbie Seabolt | Gail E. Viamonte | Lisae C. Jordan | Sharon New |
| Bobbie Steyer | Gina Morlan | Lois Kelberman | Shawn W. Ashworth |
| Brenda Pratt | Ginger Macomber | Lori Calvo | Sheila Stern |
| Brenda Savoy | Giulia McPherson | Lynette A. Whitfield | Sherlene Lucas |
| Brenda Wolff | Gloria A. Fuller | Lynn Hapchuk | Shirley Schreffler |
| Brian Perkins | Greta T. Davis | Mara Braverman | Shoshana Eisenberg |
| Camille A. Parker | Heather Reichardt | Margaret Hadley | Siri Svaeren |
| Candace M. Holcombe-Volke | Helene Waranch | Maria E. Roberts | Sophie Boreshe |
| Carla M. Johnson | Helenmary Ball | Marie Woo | Stacy L. Korbekak |
| Carol A Rice | Hulane S. Zolet | Markonette Richardson | Stephanie Sundermann-Zinger |
| Carol Plummer | Hwlwn Neville | Marla Zide | Suellen Seigel |
| Carrie Rohrbach Meyers | Hyun Martin | Mary Dadone | Susan Horst |
| Cate Bower | Inez N. Claggett | MaryAnn Todd | Susan Martin |
| Catherine Lawson Trayer | Jacke Schroeder | Maxine Griffin Somerville | Susan W. Talbott |
| Cheryl DeBerry | Jacqueline Lampell | Maxine Levin | Susanne Morsberger |
| Chris Stevens | Jan Arado | Meg Murray | Suzanne Bailey |
| Christine R. Valeriann | Janet Caputo | Meghan Horn | Suzanne Pogell |
| Cindy Shubin | Janet L. Bradley | Meghan Marek | Sydney Snow |
| Courtney Proctor | Janet Wert Crampton | Melanie Miller | Sylvia Diss |
| Cristi Demnowicz | Jeannette Feldner | Melinda Bain | Tahira Mussarst Hussain |
| Danelle Buchman | Jennifer Jones | Melinda Bunnell-Rhyne | Tara O'Donnell |
| Danene Smith | Jennifer Spencer | Melissa McKenna | Theresa Foster |
| Danielle Rowland Lindahl | Jessica Bowes | Melissa Miller | Thomas Shade |
| Daphne Summers | Jessica Emerson | Melody B Kelly | Toni St. John |
| David Czaplak | Jessica Fitzwater | Meredith Wellington | Tracie C. Hovermale |
| Deborah A. Mitchell | Jessica Morgan | Michele McNeill-Emery | Tryphena Ellis-Johns |
| DeContee S. Grant | Jessica Rapi | Michelle Daugherty Siri | Valerie Rupp |
| Delegate Maricé Morales | Joan Clinch | Michelle Miller Cassidy | Vera Davis Edelin |
| Delegate Pam Beidle | Joanna Clarke | Michelle Rose | Verginia Richardson |
| Delegate Tawanna Gaines | Joanna Diamond | Mimi Hassanein | Vernet M. Hurtt |
| Denise M. Joseph | John Mecholsky | Nia Duggins | Victoria Vidal |
| Denise Smith | John Wells | Niv Roy Ghatak | Vikki Garcia |
| DeVerne Coleman | Joy Kroeger-Mappes | Olivia R. Holcombe-Volke | Wandra Ashley-Williams |
| Dian Belanger | JP Shade | Omisa Jinsi | Wendy J. Frosh |
| Diana E. Conway | Judith B. Morenoff | One Sky | Yasemin Jamison |
| Diana M. Bailey | Judith S. Sholes | Oretha Bridgwaters-Si | Yvonne M. Perret |
| Diane B Roca | Hudy Whiton | Pamela L. Smelser | |
| Dione Dillard | Karen Simpson | Patricia A. Farmer | |



Maryland Legislative Agenda for Women

2018 Agenda Process and Selection

In November, MLAW hosted its Fall Agenda Conference. Advocacy and women's groups were invited to present legislative initiatives for consideration. The criteria for initiatives to be presented at the Conference were:

- Addresses an issue related to women's health, women's personal safety at home, in public, in school, and in the workplace; the ability to achieve and maintain economic independence; or freedom from discrimination in Maryland's economic, educational, judicial, political, and social system;
- Can be addressed through the legislation in the Maryland General Assembly;
- Has a reasonable chance to move successfully through the legislative process;
- Has an identifiable, sustainable lead group that can shepherd the bill. The lead group must:
 - Be a Maryland-based group or a national group with a strong on-the-ground presence in Maryland;
 - Have issue-area expertise and/or a track record of supporting legislation/advocacy in areas related to this proposal;
 - Have an identified representative who will be in regular contact with the MLAW Board of Directors about the progress of the legislation; and
 - Regularly provide legislative updates and supportive materials for MLAW to share with our members so that they can take action.

Following a successful conference, the Board of Directors met to review the legislation and ensure that it met the criteria. Bills that met the criteria were placed on a ballot, which was distributed to the MLAW membership. Members were asked to vote for the initiatives that would comprise the **2018 Maryland Legislative Agenda for Women**.



Maryland Legislative Agenda for Women

2018 Legislative Initiatives

| | |
|---|----|
| Family Law - Child Conceived Without Consent - Termination of Parental Rights (Rape Survivor Family Protection Act) | 5 |
| Evidence of Sexually Assaultive Behavior - Admissibility (Repeat Sexual Predator Prevention Act of 2018) | 6 |
| Criminal Procedure—Motion to Vacate Judgment—Human Trafficking | 7 |
| Family Law – Domestic Violence – Permanent Protective Orders | 8 |
| Correctional Facilities—Pregnant Inmates—Medical Care | 9 |
| Discrimination in Employment—or Childbirth | 10 |
| Labor and Employment - Pay Scales and Wage History Information | 11 |

Family Law—Child Conceived Without Consent—Termination of Parental Rights (Rape Survivor Family Protection Act)

Bill Number: HB 1
SB 2

Synopsis: A bill to terminate the parental rights of rapists when a child is conceived as a result of rape.

Committee(s): House Judiciary
Senate Judicial Proceedings

Bill Sponsor(s): Delegate Kathleen Dumais, 410-841-3052
Senator Brian Feldman, 410-841-3169 & Senator Susan Lee, 410-841-3124

Lead Group(s): Maryland Coalition Against Sexual Assault , Lisae C. Jordan, Esquire, 443-995-5544

Background:

Sexual assault continues to disproportionately impact women. Any estimate of the incidence of sexual assault is just that – an estimate – rape, child sexual abuse, and other sexual offenses continues to be one of the most underreported crimes in America. However, we do know that one out of every 8 adult women, or about 260,000 adult women in Maryland, has been the victim of forcible rape sometime in her lifetime. Ruggiero, K.J. & Kilpatrick, D. G. (2003), Rape in Maryland: A Report to the State. Charleston, SC: National Violence Against Women Prevention Research Center, Medical University of South Carolina.

The Rape Survivor Family Protection Act is important legislation sends the message that we support the women who make the difficult choice to have a child that was conceived through rape.

5% of rape victims of reproductive age (age 12-45) became pregnant as a result of rape, with the majority of pregnancies in adolescents. The Rape Survivor Family Protection Act would give rape victims a process to terminate parental rights of rapists when a child is conceived as result of rape. Victims would be required to meet a clear and convincing standard of evidence. This is the same standard used for other termination of parental rights cases – no higher, no lower.

At least ten states have statutes permitting termination of parental rights of rapists based on clear and convincing evidence. Moreover, last summer the federal Rape Survivor Child Custody Act passed Congress, was signed by the President and became law. This gives states financial incentives to pass laws like the RSFPA.

This legislation has the support of pro-life and pro-choice advocates, women’s groups, the Attorney General, the Governor’s Office of Crime Control, and many religious organizations. It’s past time to enact this bill.

Evidence of Sexually Assaultive Behavior - Admissibility (Repeat Sexual Predator Prevention Act of 2018)

Bill Number: HB301
SB270

Synopsis: This bill would allow Maryland prosecutors to introduce evidence of a pattern of predatory behavior to rebut defenses including consent or allegations that a child victim is lying. This legislation will improve the likelihood of convicting repeat sexual predators before those predators rape or molest more victims.

Committee(s): House Judiciary
Senate Judicial Proceedings

Bill Sponsor(s): Delegate Vanessa Atterbeary, 410-841-3471
Senator James Brochin, 410-841-3648

Lead Group(s): Office of the State's Attorney for Baltimore City, Lisa Smith, Director of Policy & Legislative Affairs, 443-984-6005; lsmith@stattorney.org

Background:

Serial rape is a real phenomenon. Forensic psychologist David Lisak found a high rate of repeat sexual offenses among a small number of men. In a study where 120 men admitted to committing a sexual assault, they averaged about five victims per offender. Maryland law has, to some extent, recognized that sexual offenders may continue to re-offend. For this reason, Maryland adopted public sex offender registries to ensure greater supervision of sexually violent predators. But this important public protection only comes after a conviction for a sex offense.

In Maryland, serial predators are able to hide evidence of a serial pattern of rape from juries. Therefore, decisions to find defendants not guilty come from a jury of 12 people who were never given all of the relevant evidence. 37 other states and the federal courts ALLOW this evidence to be considered after proper judicial review.

In Maryland, defendants can explain away DNA evidence of rape by claiming that the sex was consensual and calling into question the credibility of the victim, but the prosecutor is prohibited from introducing evidence from other victims to overcome this argument.

The Repeat Sexual Predator Prevention Act closes dangerous loopholes by permitting the judge to admit evidence of other sexual misconduct without risking wrongful convictions. This legislation requires a judge to review the evidence and rule on its applicability BEFORE it can ever be used in trial.

Criminal Procedure—Motion to Vacate Judgment—Human Trafficking

Bill Number: HB1267
SB869

Synopsis: This bill expands Maryland “vacating convictions” law to explicitly include survivors of labor trafficking, as well as increases the number of convictions eligible for vacatur.

Committee(s): House Judiciary
Senate Judicial Proceedings

Bill Sponsor(s): Senator Susan Lee, 410-841-3124

Lead Group(s): Jessica Emerson, Human Trafficking Prevention Project, jemerson@ubalt.edu,
410- 837-4566

Background:

Victims of human trafficking, a significant portion of whom are female-identified, are commonly forced to engage in criminal acts by their traffickers. Survivors who are criminalized for acts they were forced to commit by their trafficker often experience difficulties obtaining safe housing and gainful employment, which keeps them trapped in poverty and vulnerable to continued exploitation. Although Maryland law already allows survivors of sex trafficking to vacate, or, set aside prostitution convictions stemming from their trafficking experience, these survivors are commonly forced to commit a range of crimes other than prostitution. Under Maryland's current vacatur law, these convictions are ineligible for relief. Because Maryland's current law only allows for vacatur of prostitution convictions, the number of survivors able to access this form of legal relief is low, while the need for a more comprehensive form of relief remains high. The singular focus on prostitution convictions also means that criminalized survivors of labor trafficking are completely ineligible for relief. Survivors who are unable to access this form of relief continue to experience stigma as well as difficulties reintegrating back into society following their victimization.

This proposed change in law will expand Maryland's current vacatur law to apply explicitly to survivors of labor trafficking, as well as expand the number of crimes eligible for vacatur. Without these changes, Maryland's vacatur law will continue to leave a large number of survivors without the legal relief they so desperately need to heal from the trauma of their exploitation and become productive members of their communities. Criminalized survivors in Maryland deserve access to legal relief that reflects their lived experiences and that provides them access to the stability and independence they so desperately need.

Family Law – Domestic Violence – Permanent Protective Orders

Bill Number: HB 1303
SB491

Synopsis: This bill will expand the opportunity for victims of severe domestic violence to obtain a permanent protective order by eliminating certain onerous restrictions under the current law.

Committee(s): House Judiciary
Senate Judicial Proceedings

Bill Sponsor(s): Delegate Vanessa Atterbeary, 410-841-3471
Senator Delores Kelley , 410-841-3606

Lead Group(s): Maryland Network Against Domestic Violence, Cynthia Lifson, Legislative Counsel, MNADV, 410/531-1519 and cynthia@lifsonlaw.com

Background:

Maryland supports the policy of separation between victims of domestic violence and their abusers. In severe cases of domestic abuse, this policy is expressed under our current law through the issuance of a final permanent protective order. To obtain a final permanent protective order, a victim of abuse who was the person eligible for relief in an original final protective order may request the issuance of a new final protective order against an individual if certain conditions are met: (1) the individual was previously a respondent against whom the final protective order was issued; (2) the individual was convicted and sentenced to serve a term of imprisonment of at least five years for certain enumerated crimes under the final permanent protective order statute; (3) the individual must have served at least 12 months of the sentence; and (4) the specified crime must have been the act of abuse that led to the issuance of the original final protective order. The relief available in the final permanent protective order is very basic and simple. The respondent must not abuse, threaten to abuse, contact, attempt to contact, or harass the person eligible for relief. While simple and basic, this relief is crucial.

SB 491 modestly modifies Maryland's permanent protective order statute to make it easier for victims of severe domestic violence to remain separated from their abusers. First, SB 491 deletes the list of enumerated crimes that are now noted in the current law. Since the introduction of the first permanent protective order statute, the General Assembly has added crimes that to the list. We know that the abuse that may occur in the context of a civil protective order may not always meet each element of the crimes listed in the current statute. SB 491 corrects this deficiency by referring to the act of abuse that led to the protective order, instead of limiting relief to conviction of specific crimes. Second, SB 491 clarifies that a person eligible for relief is not prohibited from obtaining a permanent protective order only for the acts of abuse that led to the protective order, but for acts of abuse that occurred during the time of the protective order. For those dealing with incorrigible abusers, this element of SB 491 is important. Third, SB 491 expands the opportunity for a person eligible for relief to petition for a permanent protective order by allowing the petitioner to request a permanent protective order even if the person eligible for relief obtained an interim or temporary protective order. Current law allows a petition for a permanent protective order only when the protective order is final. We know that for any number of reasons, victims may not always follow through to obtain a final protective order. If the abuse that the victim experienced was of such a magnitude that the respondent has been convicted of a crime, sentenced to a term of imprisonment of five years or more, and has served at least 12 months of the sentence for an act of abuse that led to a protective order or that occurred during the term of the protective order, we do not believe that the person eligible for relief should be excluded from asking for a permanent protective order.

Correctional Facilities—Pregnant Inmates—Medical Care

Bill Number: HB787
SB629

Synopsis: Require all state, local, and private detention and corrections facilities to have written policies regarding healthcare services for adult and juvenile pregnant inmates and detainees, and 2) require all state, local, and private detention and corrections facilities to provide these written policies to all adult and juvenile inmates and detainees with positive pregnancy test results.

Committee(s): House Judiciary
Senate Judicial Proceedings

Bill Sponsor(s): Delegate Kathleen Dumais, 410-841-3219 and Delegate Pam Queen, 410-841-3380
Senator Delores Kelley, 410-841-3606 and Senator Susan Lee, 301-858-3124

Lead Group(s): NARAL Pro-Choice Maryland, Diana Philip, 310-565-4154, diana@prochoicemd.org

Background:

Reproductive Justice Inside (RJI) is a statewide coalition formed to learn how sexual and reproductive healthcare is experienced by systems-involved women and girls in Maryland. Based on current collection and analysis of existing policies, story sharing from those that are inside or have been recently released, and surveys conducted with facilities and the healthcare centers outsourced to provide care, RJI believes that mandated written policies will lead to a higher standard of care and less confusion about what care an inmate should receive. RJI has discovered that a majority of local corrections facilities do not have written policies for women's reproductive health care, especially for pregnant inmates. As a result, most pregnant individuals held are kept in the dark about their rights to required lab work, results of testing, abortion care, timely prenatal care, proper miscarriage management, patient-centered labor and delivery, and postpartum care. The coalition was convened by the NARAL Pro-Choice Maryland Fund.

This bill will require all state, local, and private detention and corrections facilities to have written policies regarding healthcare services for pregnant inmates, and provide these written policies to all inmates or detainees with positive pregnancy test results. The legislation would leave the authority to determine and write the policies up to the state, county, or private facility, but would require that the policies address specific subjects (this list is still in development and may change): Pregnancy testing; Abortion Care; Prenatal Care; Prenatal Testing; Miscarriage Management; Counseling and Social Services; Labor and Delivery; Postpartum Care.

Discrimination in Employment—Pregnancy or Childbirth

Bill Number: HB1109

Synopsis: This bill makes clarifications to Maryland's pregnancy accommodation law to ensure that pregnant and new mothers with a medical need for workplace accommodations due to normal pregnancy are in fact provided reasonable accommodations and prohibit employers from forcing them out on leave when they could be reasonably accommodated.

Committee(s): House Economic Matters

Bill Sponsor(s): Delegate Marice Morales , 410-841-3528

Lead Group(s): NARAL Pro-Choice Maryland, Diana Philip, 310-565-4154, diana@prochoicemd.org

Background:

While many women will work through their pregnancies without any need for accommodation, some women will need temporary adjustments to their job duties to continue working safely during pregnancy. However, when pregnant workers have asked for these temporary adjustments, too often employers have denied their requests. Instead of receiving simple accommodations that would allow them to continue working safely, many pregnant workers have been forced into unpaid leave or out of a job entirely. Losing a job or being forced onto unpaid leave can be calamitous for these workers and their growing families. In families with children, 41% of mothers are primary breadwinners. Women in low-wage jobs are particularly likely to seek and be denied pregnancy accommodations, given the physically demanding nature of many low-wage jobs and a culture of inflexibility in many low-wage workplaces. Income loss during pregnancy can impose particularly severe consequences on these families. No woman should have to choose between her job and a healthy pregnancy.

This bill clarifies how employers can make reasonable accommodations to allow pregnant workers and new mothers the ability to continue employment without threat of being forced onto leave, fired, demoted, or denied advancement opportunities. Provisions include:

- Prohibiting an employer from requiring an employee to take paid or unpaid leave if other accommodations are available
- Prohibiting employers from requiring a pregnant employee to accept changes to her work when the pregnant employee does not need any modification to do her job.
- Requiring the Commission on Civil Rights to develop certain courses and conduct certain educational efforts

The bill clarifies that employers are required to give reasonable accommodations to all pregnant employees with a medical need for an accommodation, not just employees who need accommodations as a result of pregnancy complications, and it ensures that a pregnant employee won't be forced to take paid or unpaid leave when a reasonable accommodation would allow her to continue to work and support her family.

Labor and Employment-Pay Scales and Wage History Information

Bill Number: HB512
SB 377

Synopsis: Women and minorities are typically isolated in lower paying professions. Therefore, basing salary offers on past employment continues a discriminatory cycle. Also, past employment pay have no relevancy to the current position. Salary offers should be based in current position requirements as well as the skills and experience of the candidate. This bill prevent employers from requiring past salary information as a condition of employment.

Committee(s): House Economic Matters
Senate Finance

Bill Sponsor(s): Delegate Karen Lewis-Young, 240-490-2553
Senator Susan Lee , 410-858-3124

Lead Group(s): Andrea Johnson, National Women’s Law Center, ajohnson@nwlc.org, 202-319-3041

Background:

Women shouldn’t be forced to carry lower earnings and pay discrimination with them from job to job. This bill brings Maryland an important step closer to closing the gender wage gap by prohibiting an employer from relying on an applicant’s or employee’s wage history in screening or considering the individual for employment or in determining their wages. It also requires an employer to provide the pay scale for a position to a job applicant, upon request.

“What is your current or prior salary?” is a question that many job applicants dread, with good reason. Employers’ use of this information in the hiring process has a disproportionately negative impact on women and people of color, who face conscious and unconscious discrimination in the workplace and, consequently, are paid lower wages, on average, than white, non-Hispanic men. And job applicants who reduced their hours or left their prior job for several years to care for children or other family members are also penalized when employers set compensation based on their prior salaries which are not reflective of existing labor market conditions or the applicants’ current qualifications.

Likewise, when an employer asks a job applicant what his or her salary expectations are without providing the applicant any information about the rate of pay for the position, women lose out. Women often ask for less when they negotiate than men, even when they are otherwise equally qualified and applying for similar jobs as their male counterparts. But studies also show that when job applicants are clearly informed about the context for negotiations, including the types of compensation and benefits, or the typical pay for the position, women are more willing to negotiate and more successful in negotiating.

Massachusetts, California, Delaware, Oregon, New York City, San Francisco, and Philadelphia have passed legislation prohibiting employers from relying on salary history. As a leader on equal pay, Maryland should be the next.

Demonstrate Your Womanpower with MLAW

WHAT YOU CAN DO TO TAKE ACTION ON LEGISLATION

MLAW (Maryland Legislative Agenda for Women) is a statewide group of organizations and individuals working to provide an independent, non-partisan voice advocating for critical legislation and policies affecting women and their families. Visit our website at www.mdlegagendaforwomen.org for more information.

Here are a few steps you can take to stay informed about legislation you care about and to let your legislators know your position.



SIGN UP FOR MLAW'S YAHOO LIST SERVE to receive information, updates, alerts, and other information of interest.



LEARN MORE about the issues you care about.



CONTACT YOUR LEGISLATORS during the session:

- ★ Call, write, e-mail, fax or visit legislators to express your support or opposition to legislation. You can find who your state legislators are, their contact information, copies of bills, hearing schedules and more at <http://mlis.state.md.us>.
- ★ Contact the lead group or groups to find out more about what you can do to support or oppose legislative proposals or other issues.
- ★ Attend a legislative hearing and be a visible supporter.
- ★ Submit written or give oral testimony.
- ★ Find out how your legislators voted – and hold them accountable – by letters or by your next opportunity to vote for them.



SPREAD THE WORD – promote the MLAW Agenda and other issues to friends and colleagues and encourage them to take action.



MAINTAIN FOCUS on key areas: health care, reproductive rights, economics, family law, domestic and sexual violence.



JOIN MLAW to support an independent voice for women's and family issues.



PARTICIPATE – and build women's collective power.

Maryland Legislative Agenda for Women

305 W. Chesapeake Avenue, Suite 201 • Towson, MD 21204

Phone/Fax: 443-519-1005 • mdlegagenda4women@yahoo.com • www.mdlegagendaforwomen.org



Maryland Legislative Agenda for Women

2017-2018 Membership Form

MLAW's membership year is July 1, 2017 through June 30, 2018

I Want to Make a Difference!

I Want to be an MLAW Member

Type of Membership (check only one):

- \$40 - Individual
 \$75 - Organization income under \$25,000
 \$125 - Organization income over \$25,000

If you are joining as both an individual and an organization, please complete a separate form for EACH membership.

I Want to Increase MLAW's Collective Voice by Making an Additional Donation

- \$1,000 \$750 \$500 \$250 \$100 \$75 \$50 \$25 Other _____

Payment:

- A check for \$ _____, made payable to MLAW, is enclosed.

Individual or Organization: _____

Please spell out organization name. No acronyms.

Contact Name (for organizations only) _____

Mailing Address: _____

Phone Number: _____ **Email:** _____

IMPORTANT! Please include an email address. Most of the business of MLAW will be conducted via email through the MLAW listserv.

Mail this completed form to:
MLAW
305 W. Chesapeake Avenue, Suite 201
Towson, MD 21204

The Maryland Legislative Agenda for Maryland Women (MLAW) is a 501(c)4 organization. Because we engage in legislative advocacy, contributions to MLAW are not tax-deductible.