

**TESTIMONY TO MONTGOMERY COUNTY COUNCIL**  
**Bill 4–19, Pay Equity Act**  
**March 26, 2019**

The League of Women Voters of Montgomery County (LWVMC) **supports legislation that requires equal pay for equal work.**

Discrimination in pay may take subtle forms, and this Montgomery County bill is explicit in codifying language to help level the playing field for hiring workers by not requesting a salary history for merit-based employees.

The League of Women Voters has historically been in the forefront of pay equity.

We supported the Equal Pay Act in 1963, the National Committee on Pay Equity in the 1980s, and, annually, on Equal Pay Day, we point out discrepancies in pay for equal work.

Women may be particularly vulnerable to pay discrimination with salary history. Women are often the caregivers in a family and may be out of the workforce for a number of years.

Consequently, a “most-recent salary” may actually be based on employment from ten years ago or more. Furthermore, research shows that women of color are particularly vulnerable to unequal pay when based on salary history.

Studying the effects of similar laws in other jurisdictions to gather recent data is appropriate and should be applied.

To summarize: **the League of Women Voters supports the Pay Equity Act and urges its implementation.**

Nancy Bliss, president