

Equal Pay Commission Report

Maryland Department of Labor
2025

The Honorable Wes Moore, Governor
State House
100 State Circle
Annapolis, Maryland 21401

The Honorable Aruna Miller, Lieutenant Governor
State House
100 State Circle
Annapolis, Maryland 21401

The Honorable William Ferguson, President
Senate of Maryland
State House, H-107
Annapolis, Maryland 21401

The Honorable Adrienne Jones, Speaker
Maryland House of Delegates
State House, H-107
Annapolis, Maryland 21401

Re: Labor & Employment Article § 3-309(i) (MSAR # 10878)

Dear Governor Moore, Lieutenant Governor Miller, President Ferguson, and Speaker Jones:

Maryland Annotated Code, Labor & Employment Article § 3-309, et seq., requires the Equal Pay Commission within the Division of Labor and Industry to annually submit a report on or before December 15. The Commission is composed of members from Maryland's public and private sector.

For additional information regarding the report, please contact Devki Virk, Commissioner of Labor and Industry, at devki.virk@maryland.gov.

Sincerely,

Portia Wu
Secretary

2025 EQUAL PAY COMMISSION REPORT

Introduction

The Equal Pay Commission (“Commssion”) was created by Chapter 639 of the Laws of 2016. It is housed within the Division of Labor and Industry and is charged with:

1. Continually evaluating the extent of wage disparities in public and private sectors in the state between individuals of one race, sex, or gender and individuals of a separate race, sex, or gender;
2. Establishing a mechanism for the Commissioner of Labor and Industry to collect data from employers in the state, which will be used to assist the Commission in its efforts to evaluate the disparities listed above;
3. Developing a comprehensive strategy to determine and recommend best practices regarding equal pay for equal work to individuals, employers, and policymakers;
4. Studying and making recommendations regarding whether, and to what extent, administrative and legal remedies and processes can be streamlined and harmonized across the Equal Pay for Equal Work law and other employment antidiscrimination laws;
5. Developing partnerships with public and private entities to identify:
 - i. Methods of developing a data collection mechanism;
 - ii. Effective methods of outreach through which the commission may raise the awareness of employers about the provisions of this subtitle; and
 - iii. Potential funding sources to help the Division of Labor and Industry absorb costs associated with staffing the commission and implementing the Commission’s charge.
6. Share data and findings with the Commissioner to assist in enforcement actions

The Commission consists of 13 members

1. The Secretary of Labor or the Secretary’s designee
2. The Commissioner of Labor and Industry or the Commissioner’s designee
3. The Executive Director of the Commission on Civil Rights or the Executive Director’s designee
4. Three (3) representatives of business appointed by the Governor
5. Two (2) labor representatives appointed by the Governor

6. Two (2) representatives of organizations whose objectives include elimination of pay disparities and who have undertaken certain types of initiatives to achieve those goals
7. Three (3) representatives of higher education or research institutions with experience in collecting and analyzing data related to pay disparity

The current composition of the Commission is as follows.

Member	Position/Organization	Position Name
Portia Wu	Secretary, Department of Labor	Secretary of Labor or Designee
Devki Virk	Commissioner of Labor and Industry	Commissioner of Labor or Designee
Glendora Hughes	General Counsel, MCCR	Executive Director of Commission on Civil Rights or Designee
Raymond Butler	Owner, Armed Security, Inc.	Business
Ting Zhang, Ph.D	Associate Professor, University of Baltimore	Higher Education/Research
Melissa Osbourne Groves, Ph.D	Associate Professor, Towson University	Higher Education/Research
Michelle Daugherty Siri		
Nune Hovhannisyan, Ph.D	Assistant Professor, Loyola University	Labor Organization
Vacant		Labor Organization
Vacant		Business
Vacant		Business
Vacant		Pay Disparity

Meetings

The Commission has not formally met since 2022. One significant challenge facing the Commission has been to identify sources of data from which to analyze the status of pay equity in Maryland. Previously, the Commission conducted an analysis of census data, State executive branch employee wage data and unemployment insurance claim data by gender during the coronavirus pandemic.

Legislation

Since the Commission last met, two significant pieces of legislation were enacted that have increased wage transparency in Maryland. During the 2024 legislative session, the General Assembly amended the Equal Pay Act to require all public and private employers to include the minimum and maximum hourly or salary pay range, a general description of benefits, and other compensation in all internal and external job postings. The law applies to any position performed at least partially in Maryland and prohibits employers from relying on a candidate's wage history for screening or determining pay. Employers are prohibited from retaliating against applicants or employees for asking about wages.

Additionally, effective October 1, 2024, Maryland's paystub requirements were expanded to require that employers provide additional information. The law requires that the rate of pay, paydays, and leave benefits be provided in writing at the time of hire. The paystub may be written or online.

The information provided to employees on the written or online paystub is expanded to include:

- Employer's name (as registered with the State of Maryland), address, and telephone number;
- Date of payment;
- Beginning and ending dates of the pay period;
- Number of hours worked during the pay period (unless the employee is exempt from federal and state overtime requirements);
- All rates of pay;

- Additional bases and amounts of pay, including bonuses, commissions on sales, or other bases; and
- Applicable piece rates of pay and the number of pieces completed at each piece rate for each employee paid at a piece rate;
- Gross and net pay earned during the pay period; and
- Amount and description of each deduction made from pay.