



MARYLAND
Chamber of Commerce

LEGISLATIVE POSITION:

Unfavorable

House Bill 1143

Labor and Employment – Employment Contracts – Employment After Contract Termination

House Economic Matters Committee

Tuesday, March 3, 2020

Dear Chairman Davis and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 4,500 members and federated partners, and we work to develop and promote strong public policy that ensures sustained economic growth for Maryland businesses, employees and families.

House Bill 1143 prohibits an employer from disqualifying an individual from future employment who was unable to fulfill the terms of a previous contract either entirely or partially due to pregnancy, the birth or adoption of a child, or the serious illness of a family member.

The employer community is particularly concerned with the definitions of, or lack thereof, fulfilling the terms of a previous employment contract either entirely or partially due to the conditions outlined in the legislation. Without further definition of those terms and how the conditions mentioned may be assigned to particular time frames in an employment contract, this bill reduces clarity and prevents an employer from excluding previous bad actors from future employment for legitimate reasons.

The employer community looks forward to working alongside the bill sponsor to address these concerns but for the bill as introduced, the Maryland Chamber of Commerce respectfully requests an **Unfavorable Report** on HB 1143.

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