

WANIKA B. FISHER, ESQ.
Legislative District 47B
Prince George's County

Judiciary Committee



The Maryland House of Delegates
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THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

March 03, 2020

Honorable Chairman, Dereck E. Davis

Vice Chair, Kathleen M. Dumais

Members of the Economic Matters Committee

Re: HB 1143 - Labor and Employment - Employment Contracts - Employment After Contract Termination

I am pleased to introduce HB1143; Employment After Contract Termination. HB 1143 was created in order to ensure that individuals have the ability to gain employment after contract termination under certain circumstances.

As it currently stands, if an employee has to prematurely end their work contract due to birth or adoption of a child, pregnancy, or serious illness of an immediate family member, they may be disqualified from subsequent employment under the same employer.

This bill would do the following:

1. Prohibit employers from disqualifying an employee from subsequent employment due to the employees inability to fulfill the duration of employment outlined in their previous contract.
2. Allow individuals to enforce the Act in civil court if not followed by the employer.
3. Establish a \$5,000 penalty if the guidelines in the Act are not adhered to by the employer.

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For these reasons I urge you all to pass a **favorable** report for HB1143.

Sincerely,

A handwritten signature in cursive script that reads "Wanika Fisher".

Wanika B. Fisher
Maryland State Delegate – District 47B