

MARYLAND RETAILERS ASSOCIATION

The Voice of Retailing in Maryland



SB157 – Employers of Ex-Offenders – Liability – Immunity Judicial Proceedings Committee January 28, 2020

Position: SUPPORT

Background: This bill establishes that an employer may not be held liable for negligently hiring or failing to adequately supervise an employee based on evidence that the employee has received probation before judgment for an offense or has been convicted of an offense if the employee meets specified criteria and performs specified types of work for the employer.

Comments: The Maryland Retailers Association supports SB157, which would relieve certain employers of liability when hiring potential employees who have received probation or been convicted in court. Many retailers in Maryland who operate warehouses as well as shipping and receiving operations hire ex-offenders. Because retail employees are trusted with cash, credit card information, and expensive merchandise, relieving businesses of the responsibility for their employees' actions would benefit both employer and employee by increasing employers' willingness to hire ex-offenders. Studies show that ex-offenders who are employed within two months of release from imprisonment are less likely to be re-incarcerated a year later. Allowing businesses to offer employment to these individuals would build stronger communities by facilitating rehabilitation for ex-offenders and encouraging employers to more freely hire prospective employees looking for a second chance.

Thank you for your consideration and we urge a favorable report of SB157.



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