

March 6th 2024

Testimony for HB1226

Position: FAVORABLE

Dear Chair Wilson and Members of the Committee,

I live in Maryland's 32nd district, and I've also worked in retail.

I've looked at my work schedule, seen a closing shift to 10pm, and then opening at 8am the next day. I get home, knowing I won't have time to spend with my wife, or relaxing. My circadian rhythm makes it difficult to fall asleep, and I wake up only a few hours later. But I'm a hard worker, so I go to work on time, dutifully, and put my best effort into the day.

I'm sleep deprived, and make a few mistakes. My boss scolds me for it. I try to remain in good spirits, be friendly and polite as always. Running on two hours sleep, a manager interprets my behavior as being rude. This comes up in my performance evaluation.

The effects ripple out over the next few days. I'm told this is normal, to be scheduled like this. It drastically affects my physical and mental health.

I saw how this affected so many people I've worked with.

And to what end? Employees are human, and humans aren't machines.

There's a race to the bottom for businesses, even at their own expense. Too great is the allure of short term gain at the expense of the employee and quality of work.

I hope you will support HB1226.

- Valory Fox