



## Eastern Atlantic States

REGIONAL COUNCIL OF CARPENTERS

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### TESTIMONY

SB 233 / HB 136 - Employment Standards, Prevailing Wage, and Living Wage - Employer Adverse Actions – Prohibition

### FAVORABLE

Dear Chairs Beidle and Wilson, and honorable members of the Senate Finance Committee and the House Economic Matters Committee:

On behalf of the Eastern Atlantic States Council of Carpenters (EASRCC), representing 42,000 members throughout the region, I write today to express our support for SB233 / HB136 - Employment Standards, Prevailing Wage, and Living Wage - Employer Adverse Actions – Prohibition, and to ask for a favorable report.

This legislation expands existing Maryland law with regard to employer retaliations against employees. Currently, Maryland prohibits threats, statements, actions or policies that are materially adverse to employees exercising their equal employment opportunity (EEO) rights in the workplace, whether or not that employee has exercised those rights through a legal proceeding in an employment discrimination case. Such rights include complaints about discrimination, refusal to submit to employment policies believed to be discriminatory, requesting reasonable accommodations, resisting or filing complaints against sexual harassment, among others.

This legislation creates additional investigative authorities for the Commissioner of Labor and Industry, as well as additional civil remedies, in this case within both the Labor and Employment Article and Title 18 of the State Finance And Procurement Article.

While it continues to be the strong position of the Eastern Atlantic States Regional Council of Carpenters, the Building Trades and others, that much stronger investigative resources and penalties, specifically a more robust field inspection program and the adoption of criminal penalties, must be added to the Maryland statutes, this bill adds a modicum of enforcement authority to the Department.

We ask for a favorable report.

Sincerely,

Mungu Sanchez