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To: Members of the Senate Judicial Proceedings Committee
From: Maryland State Bar Association (MSBA)
Subject: SB 957 - Labor and Employment – Automated Employment Decision Tools
Date: March 13, 2024
Position: **Informational Letter**

The Maryland State Bar Association (MSBA) files this informational letter regarding **Senate Bill 957 – Labor and Employment – Automated Employment Decision Tools**. SB 957 prohibits, subject to a certain exception, an employer from using an automated employment decision tool to make certain employment decisions and requires notification to an applicant of use of an automated employment decision tool.

MSBA represents more attorneys than any other organization across the state in all practice areas. Through its advocacy committees and various practice-specific sections, MSBA monitors and takes positions on legislation that protects the legal profession, preserves the integrity of the judicial system, and ensures access to justice for Marylanders.

As drafted, SB 957 does not specify whether both public and private sectors are included under the definition of an “employer.” As other Subtitles under Title 3 of the Labor and Employment Code include a definition of employer, MSBA suggests amending the bill to similarly include a definition of employer in § 3-718 or in Subtitle 7 for clarity.

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