



**HB1030 – Employers of Ex-Offenders – Liability for Negligent Hiring or
Inadequate Supervision – Immunity
Economic Matters Committee
March 6, 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 HB1030, which would relieve certain employers of liability when hiring potential employees who have received probation or been convicted in court. Many employers in Maryland already offer ‘second chance jobs’ to ex-offenders, despite the threat of liability should these employees commit crimes in the future. 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 such 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 HB1030.

