



Maryland House of Delegates – Economic Matters Committee

Chair: Dereck E. Davis
Vice Chair: Kathleen M. Dumais

House Bill 1097 – Maryland Wage & Hour Law & Maryland Wage Payment & Collection Law (MD Wage Protection Act)

Position: Support

- Electrical Workers
- Insulators
- Boilermakers
- United Association
- Roofers
- Cement Masons
- Teamsters
- Laborers
- Bricklayers
- Ironworkers
- Sheet Metal Workers
- Elevator Constructors
- Painters
- Operating Engineers
- Carpenters

The Baltimore DC Metro Building Trades Council supports HB 1097 in the belief that all working women and men deserve the same protections in their employment whether they have Union representation or not. The U.S. Supreme court 1975 ruling (NLRB v. J. Weingarten) that upheld the National Labor Relations Board’s decision that employees have a right to Union representation during an investigatory interview and to deny that was considered an unfair labor practice. The NLRB under President Bill Clinton extended the Wiengarten ruling to include non-union workers. That ruling was rescinded under President G.W. Bush in 2004 by a vote of 3 to 2. There are many laws and agencies that are meant to protect employees from unsafe and hazardous working conditions but without Union representation and a collectively bargained contract workers are deemed at will employees and subject to the arbitrary decisions of autocratic employers. Democracy should not cease once you enter the company door. This legislation will provide protections to workers to have a voice in their job conditions, wages and hours of work without unfair retaliation. It is imperative for employers to keep records of employee availability to work all hours provided, their production and insubordination if applicable to defend themselves against any frivolous charges as stated in legislation. The bill as written may not have much affect on the Building Trades Unions and our Signatory contractors but for the American Labor movement it is part of the larger campaign for economic and social justice.

We ask for a favorable report by the committee.

Jeffry Guido – Director

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