



The Voice of Merit Construction

March 3, 2020

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TO: WAYS AND MEANS COMMITTEE
FROM: ASSOCIATED BUILDERS AND CONTRACTORS
RE: H.B. 1097- MARYLAND WAGE AND HOUR LAW
AND WAGE PAYMENT AND COLLECTION
SUNSET EXTENSION
POSITION: OPPOSE

Associated Builders and Contractors (ABC) opposes H.B. 1097 which is before you today for consideration. The bill expands anti-retaliation provisions of the Wage and Hour law and prohibits an employer from taking adverse action against an employee.

We are especially concerned with the notification requirements outlined on pages 11-12 of the bill. For small businesses, this is going to create a major problem in terms of the increase in additional administrative time and costs created by the bill as well as a potential change to the electronic wage program they use to provide the additional information required by the bill for the employer to be in compliance.

We have argued over the past several years that the General Assembly should not take the impact this type of bill has on a business in and of itself, but the cumulative affect that this and other labor-management type bills that have been enacted such as minimum wage, sick and save leave and bills before the Legislature this session, dealing with potential taxes on services and a mandated family leave program.

The cumulative impact on businesses is significant and there will come the time when the employer must choose between reducing the number of employees they can afford, reduce costs, or go out of business.

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On behalf of the over 1,500 ABC business members, we respectfully request an unfavorable report on H.B. 1097.

Thank you.

Robert Zinsmeister, Director
Government Affairs