



LEGISLATIVE POSITION:

Unfavorable

House Bill 728

Employment Discrimination and Discriminatory Housing Practices – Time for Filing Complaints

House Health and Government Operations Committee

Tuesday, February 25, 2020

Dear Chairwoman Pendergrass and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 4,500 members and federated partners, and we work to develop and promote strong public policy that ensures sustained economic growth for Maryland businesses, employees and families.

HB 729, as introduced, extends from six months to 300 days the time period in which a person has to file a complaint with the Commission on Civil Rights alleging an unlawful employment practice, other than harassment, from the date that the alleged act occurred.

The concern from the Maryland Chamber of Commerce membership stems from the substantial jump in the time allotment in which a complaint may be filed, from its current six months out to roughly ten months. This increase in time reduces uncertainty in the business climate and subjects the employer community to a prolonged time frame in which to resolve allegations of unlawful employment practices.

The employer community is committed to ensuring discriminatory acts are eliminated from our state's workplace environments and the Maryland Chamber of Commerce is open to working with the bill sponsor to identify ways to achieve that goal. However, HB 728 creates additional uncertainty in Maryland's business community with multiple claim periods dependent on the type of allegation.

For these reasons, the Maryland Chamber of Commerce respectfully request an **unfavorable report** on HB 728.