



Judicial Proceeding Committee
c/o Senator Robert Cassilly, District 34 - Harford County
401 James Senate Office Building
11 Bladen Street
Annapolis, MD 21401

Date: January 27th, 2020

Subject: Written Testimony – SB0157 - Employers of Ex-Offenders - Liability – Immunity

Maryland Thermoform Corporation is a small manufacturing business located in South Baltimore. We employ approximately 70 full time people. 10% of our workforce is ex-offenders many have served more than 10 years behind bars. We have hired approximately 25 male and female ex-offenders in the last 18 months. Seven remain employed today. At Maryland Thermoform we do not employ employee supervisors and managers of people. We treat employees as members of our team, and they perform accordingly. I challenge you to identify the ex-offenders on our team.

To be clear, we do not have an in-house attorney, and we do not want one. We do not appreciate our elected officials legislating our employee handbook and employment policies. We are bearing the burden for unrestrained increases minimum wage and for Sick and Safe Leave (SSL). It is burdensome and increasingly difficult to conduct business in Maryland.

As a manufacturer we seek men and women who want careers. We believe that people who have paid their debt to society have earned their place in the workforce. It is the responsibility of the judicial system to punish offenders for crimes committed.

As a business we trust that our judicial system has acted in the best interest of the community and therefore has not knowingly released people that are predisposed to commit additional crimes. If the ex-offender commits additional crimes, why is the employer liable as opposed to the State or Local government responsible for dispositioning the ex-offender.

As an employer we care who the person is, not who they were. We have learned first-hand that people will rise or fall to meet our expectation. We simply expect our team members to succeed. If the prison systems do not expect these people to succeed why have they been released.

Why penalize the businesses for believing in our fellow citizens?

In the interest of full disclosure, I am active as follows:

- Appointed by Governor Hogan to the Workforce Development Board
- Founder of MDMFG.org representing approximately 775 manufacturers across the State.

- Treasurer of the Maryland World Class Consortia
- Appointed by the US Secretary of Commerce to the District Export Council
- Previously served for several years on the Carver Vocational School Advisory Board for Manufacturing and on the Advisory Board for the Jane Addams Resource Corporation.

As a manufacturing professional for 40 years and a recognized subject matter expert, I speak with authority when I say that manufacturers need this legislation and Maryland needs this legislation.

I respectfully ask your support for SB0157 to not hold employers' liable for the failure of ex-offender's provided the ex-offender has completed their sentence or is released on parole. If we have confidence in our judicial system and the prison system specifically, we should recognize the success of the ex-offender and introduce them to workforce community so they can provide for themselves and for their family. SB0157 is the most meaningful legislation proposed benefiting Maryland Manufacturers during the 2020 Maryland Legislative Session. Please support Maryland Manufacturers by supporting SB0157.

Respectfully,

Carl Livesay
VP of Operations