

February 9, 2021

Senator William C. Smith, Jr.
Chair, Judicial Proceedings Committee
Maryland State Senate
2 East
Miller Senate Office Building
Annapolis, MD 21401

RE: SB455 - Employment Discrimination - Time for Filing Complaints

Position: **OPPOSE**

Dear Senator Smith, Vice Chair Waldstreicher and Members of the Committee:

On behalf of our 500-member businesses and more than 45,000 employees in Montgomery County, this letter is in **Opposition to SB455 - Employment Discrimination - Time for Filing Complaints**.

SB455 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.

Our members are concerned about and disagree with the recommended expansion of time when a person can file a complaint. We believe that 182 days is more than enough time for an employee to decide whether or not to formally file a complaint. Increasing the time frame for filing complaints could enable contentious employees to file retaliatory claims because they don't like their employer. In addition, the time extension subjects employers and employees to prolonged time periods in which to resolve allegations as well as unlawful employment practices.

We ask you to please vote UNFAVORABLE on SB455 and thank you for your consideration of our remarks.

Sincerely,



Allie Williams
President & CEO