



# MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

7 School Street • Annapolis, Maryland 21401-2096

Office. (410) 269-1940 • Fax (410) 280-2956

*President*

Donna S. Edwards

*Secretary-Treasurer*

Gerald W. Jackson

## **SB 455 – Employment Discrimination – Time for Filing Complaints Senate Judicial Proceedings Committee February 9, 2021**

### **SUPPORT**

**Donna S. Edwards**

**President**

**Maryland State and DC AFL-CIO**

Chairman and members of the Committee, thank you for the opportunity to provide testimony in support SB 455 – Employment Discrimination – Time for Filing Complaints. My name is Donna S. Edwards, and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 340,000 union members in the state of Maryland, I offer the following comments.

Oftentimes, a worker may not know that they have been a victim of employment discrimination. Months may go by without them ever knowing that discrimination was the reason they did not get that promotion or raise, wrongfully believing it was for some other merit-based reason. Conversations with other workers or communications they have seen may then finally make them aware that they were a victim of discrimination in the workplace.

SB 455 recognizes this problem, by extending from 6 months to 300 days the ability to file a complaint for an unlawful business practice. Bad businesses or bad leadership at a business will do whatever they can to avoid a worker from knowing that they were denied advancement or employment due to discrimination, so it is incumbent that we create a longer period to file for the victims of discrimination. We cannot have a system that allows bad actors to simply “wait it out” to avoid consequences for their bad actions.

**We ask for a favorable vote on SB 455.**