



MARYLAND STATE & D.C. AFL-CIO

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HB 258 – Employment Standards – Seating for Employees (Right to Sit Act of 2022) House Economic Matters Committee January 25, 2022

SUPPORT

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Chairman and members of the Committee, thank you for the opportunity to submit testimony in support HB 258 – Employment Standards – Seating for Employees (Right to Sit Act of 2022). My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 340,000 union members, I offer the following comments.

I would like all the members of this committee to imagine attending every hearing – and I have seen some of them last up to 10 hours – during this Session, without sitting at all. Imagine standing up for the entirety of all the hearings in Economic Matters for the next 90 days, when the nature of your job does not require it. That is the unfortunate daily reality for many workers who are forced by their employer to stand at work simply because the employer prefers it.

HB 258 corrects this by mandating businesses provide seating for employees if the nature of their work can be reasonably performed while seated. This bill does not affect businesses that require workers to stand, move, or otherwise be active to complete their assigned duties. This simple measure reduces no one's productivity and does not hurt the bottom line of any businesses. Forcing workers to stand when they do not have to, however, has cost Walgreen's and Walmart millions in damages awarded through lawsuits by their workers. Walmart, alone, had to settle their case for \$65 million in damages to over 80,000 employees¹.

This bill is simple, commonsense, and **we ask for a favorable report on HB 258.**

¹ <https://usa.inquirer.net/48631/employees-right-to-sit-down-at-work-is-no-joke>