



Testimony on behalf of the Greater Bethesda Chamber of Commerce

*In Opposition to
SB 66-Labor and Employment-Hiring-Education Requirements
(Give Me a Chance-Job Opportunities Act of 2022)*

*January 27, 2022
Senate Finance Committee*

The Greater Bethesda Chamber of Commerce (GBCC) was founded in 1926. Since then, the organization has grown to more than 550 businesses located throughout the Greater Bethesda area and beyond. On behalf of these members, we appreciate the opportunity to provide written comments on SB 66—Labor and Employment-Hiring-Education Requirements (Give Me a Chance—Job Opportunities Act of 2022).

SB 66 would prohibit an employer from developing or implementing an application or hiring process that utilizes an education requirement as a limitation for who can apply for a specified position. In addition, the bill prohibits an employer from inquiring about an applicant's education during the interview process. While we understand the goal of this legislation, we have a few concerns.

First, questions about whether or not someone is in school, whatever the level may be, may have nothing to do with wanting information about someone's level of education but rather is a way of getting information about someone's availability for work. For instance, if someone is taking classes/pursuing a degree, it may limit when they would be available to work. That information would be helpful to an employer, especially if they were looking to hire a person to work specific hours.

Second, we are concerned about an employer's ability to inquire about a potential applicant's training and whether or not those questions could be interpreted to be asking about one's education level. We would want to see some clarity here as this information is relevant and necessary for the hiring process.

For these reasons, we would respectfully request an unfavorable vote on SB 66.