



February 9, 2023

Senator Melony Griffith, Chair  
Senate Finance Committee  
3 East, Miller Senate Office Building  
Annapolis, MD 21401

**RE: SB 214 – UNFAVORABLE – Employment – Harassment and Intimidation – Reporting (Workplace Psychological Safety Act)**

Dear Chair Griffith and Members of the Committee:

The Maryland Transportation Builders and Materials Association (“MTBMA”) has been and continues to serve as the voice for Maryland’s construction transportation industry since 1932. Our association is comprised of 200 members. MTBMA encourages, develops, and protects the prestige of the transportation construction and materials industry in Maryland by establishing and maintaining respected relationships with federal, state, and local public officials. We proactively work with regulatory agencies and governing bodies to represent the interests of the transportation industry and advocate for adequate state and federal funding for Maryland’s multimodal transportation system.

Senate Bill 214 establishes a new standard for workplace “harassment and intimidation” within the Maryland Occupational Safety and Health Act, along with additional reporting requirements for violations of those standards and an anonymous tip line to investigate allegations of such violations.

MTBMA takes any allegations of workplace harassment and intimidation seriously, and we are committed to maintaining workplaces where employees feel safe, appreciated, and free to speak their minds about any issues they may experience or witness. Our opposition to Senate Bill 214, then, lies not with the goal of making psychological safety as important in the workplace as physical safety, but with the way the bill goes about achieving this laudable goal. The language used throughout Senate Bill 214 is vague, overly broad, and potentially confusing for human resources personnel to implement. In addition, most of the new directives that would be required are already things that workplaces generally need to do or have in place because of federal workplace safety laws and regulations. The addition of state-level rules in this sector is unnecessarily duplicative.

We appreciate you taking the time to consider our request for an UNFAVORABLE report on Senate Bill 214.

Thank you,

Michael Sakata  
President and CEO  
Maryland Transportation Builders and Materials Association