



**Maryland Joint  
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*The Voice of Merit Construction*

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March 6, 2024

**TO: ECONOMIC MATTERS COMMITTEE**  
**FROM: ASSOCIATED BUILDERS AND CONTRACTORS**  
**RE: H.B. 1255 – LABOR AND EMPLOYMENT – AUTOMATED  
EMPLOYMENT DECISION TOOLS – PROHIBITION**  
**POSITION: OPPOSE**

Associated Builders and Contractors (ABC) opposes H.B.1255 which is before you today for consideration.

This bill would prohibit an employer from using an automated employment decision tool to make certain employment decisions; and requiring an employer, under certain circumstances, to notify an applicant for employment of the employer's use of an automated employment decision tool within 30 days after the use; and providing certain penalties per violation for an employer that violates the notification requirement of the Act.

As written, HB 1255 would prohibit businesses from having efficiency and cost-effectiveness. The bill would eliminate the most immediate benefit, which is the efficiency these tools bring into the hiring and management processes. AI provides a more holistic view of candidates or employment decisions.

It is our belief that dictating how a private employer can screen an applicant is highly irregular and unnecessary.

On behalf of the over 1,500 ABC members in Maryland, we respectfully request an unfavorable report on H.B. 1255.

Marcus Jackson, Director  
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