



# MARYLAND STATE & D.C. AFL-CIO

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## **HB 136 - Employment Standards, Prevailing Wage, and Living Wage - Employer Adverse Actions - Prohibition**

**House Economic Matters Committee**

**January 22, 2024**

### **SUPPORT WITH AMENDMENT**

**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 of HB 136. My name is Donna S. Edwards, and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 300,000 union members in the state of Maryland, I offer the following comments.

Employers should not be able to retaliate against their employees for enforcing their rights. HB 136 standardizes anti-retaliation prohibitions in Maryland labor and employment law, by establishing a process for investigating and ruling on the complaints and applying it to our Workplace Fraud Act, Wage and Hour Law, prevailing wage law, equal pay law, and living wage law. While we strongly support the bill and its intentions, we believe its intent would be more equitable to workers if it was expanded to cover Maryland's wage payment and collection laws. We also believe the administrative enforcement process would be strengthened if paired with a private right of action. We urge the committee to issue a favorable report with these amendments.