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Patrick Moran – President

**HB 136 - Employment Standards, Prevailing Wage, and Living Wage -
Employer Adverse Actions - Prohibition
Economic Matters Committee
January 24, 2024**

FAVORABLE

AFSCME Council 3 supports HB 136. This legislation prohibits employers from engaging in adverse actions against an employee who wants to inquire about their rights, makes complaints, or participate in investigations concerning potential violations of Maryland’s labor laws on equal pay for equal work, wages and hours, and workplace fraud. These protections also extend to potential violations of the living wage, and other special provisions in state procurement law. The Commissioner is also authorized under the bill to enforce and investigate complaints of adverse actions by employers and can direct the recovery of lost wages and damagers and reinstate employees where appropriate.

HB 136 is good legislation that helps protects workers when they seek corrective action over lost wages or unequal pay. For our labor laws to work, employees must be empowered to file complaints when they’ve been wronged, without the fear of being retaliated against and losing one’s job. Should a bad actor employer engage in these tactics, the Commissioner should be empowered to pursue corrective action for the employee who filed the complaint.

We ask for a favorable recommendation on HB 136. Thank you.