



Testimony on behalf of the Greater Bethesda Chamber of Commerce

*In Opposition to
Senate Bill 994—Maryland Predictive Scheduling Act*

*March 12, 2024
Senate Finance Committee*

The Greater Bethesda Chamber of Commerce (GBCC) was founded in 1926. Since then, the organization has grown to more than 570 businesses located throughout the Greater Bethesda area and beyond. On behalf of these members, we appreciate the opportunity to provide written comments on Senate Bill 994—Maryland Predictive Scheduling Act.

Senate Bill 994 prescribes how employers of some retail, hospitality and restaurant establishments manage employees' work schedules. While we appreciate the intent of Senate Bill 994, we do not believe such legislation has the intended impact for workers. In the hospitality and retail industry, generally speaking, work demand can shift without advanced notice. That remains the case as these industries continue to adjust post-COVID pandemic. Few retail and hospitality businesses have predictable staffing needs, making predictive scheduling complicated. Measures like this often mean employers are left to guess when it comes to scheduling, focusing on not over-staffing. This can result in fewer shifts for workers and, thus, smaller paychecks.

For these reasons, we would respectfully request an unfavorable vote on Senate Bill 994. Thank you for the opportunity to provide written comments.