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Patrick Moran – President

HB 244 - Maryland Occupational Safety and Health Act – Civil Penalties – Alterations

**Finance Committee
March 19, 2024**

FAVORABLE

AFSCME Council 3 supports HB 244. This bill increases the civil penalty amount under the Labor and Employment Code. In the Code, civil penalties can be assessed if there is a serious violation where there is a substantial probability that death or serious physical harm could result from the condition that exists. An employer generally must act willfully or have repeated violations to be assessed a penalty. Employers can also be assessed fines for not correcting a violation within a specified time.

HB 244 is good legislation that brings Maryland's civil penalty rates to more appropriate levels for the year 2024. The cost of labor, healthcare, and everything else is going up, it makes sense that the penalties for employers who willfully place their employees in harm's way to go up as well.

We request a favorable recommendation on HB 244.