



**House Bill 788**

*Human Relations - Protections Against Discrimination - Criminal Records*

February 23, 2024

**POSITION: Oppose**

Mr. Chairman and Members of the House Judiciary Committee:

The *Restaurant Association of Maryland* opposes House Bill 788 which would, among other things, prohibit employers from making adverse employment decisions against individuals with "criminal records" as defined in the bill. This legislation adds criminal records to other protected classes regarding discrimination.

We are concerned that this legislation is a broad overreach that would severely curtail an employer's ability to use criminal background checks as a factor in employment decisions. Many employers use such background checks for management and financial positions. Moreover, criminal background checks can also be important for ensuring a safe and secure work environment for employees.

For these reasons, we oppose this legislation and request an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads "Melvin R. Thompson" with a long, sweeping underline.

Melvin R. Thompson  
Senior Vice President