



House Bill 37

Position: Unfavorable

Committee: Appropriations

Date: January 28, 2025

Founded in 1968, the Maryland Chamber of Commerce (Maryland Chamber) is a statewide coalition of more than 7,000 members working to develop and promote strong public policy that ensures sustained economic growth and opportunity for all Marylanders.

House Bill 37 (HB 37) seeks to remove authority and flexibility from the Maryland General Assembly's legislative process by prohibiting the Maryland General Assembly from directly or indirectly denying, burdening, or abridging the ability to organize and collectively bargain. As a result, HB 37 could significantly hinder the state's ability to adapt to economic shifts and limit the Maryland General Assembly's ability to make statutory changes, including changes to prevailing wage rates, public sector union benefit negotiations, and workforce policies.

For example, the requirements established in HB 37 would significantly limit the state's ability to enact laws or regulations that may be construed to interfere with negotiated agreements between local jurisdictions and public sector unions. Further, HB 37 would likely limit the state's ability to regulate certain areas of the law that would be covered in negotiated agreements between workers and employers.

HB 37 provides no mechanism to undue any potential unintended, negative consequences that could be produced as a direct result of the bill's language being enshrined within Maryland's Constitution. Additionally, The National Labor Relations Act (NLRA) currently regulates worker organization and collective bargaining. The potential confusion alone that could stem from attempting to comply with the NLRA and a constitutional amendment could cause unintended, negative consequences for both workers and employers. Additionally, the NLRA may in fact preempt HB 37.

For these reasons, the Maryland Chamber of Commerce respectfully requests an **unfavorable report** on HB 37.