



House Bill 1413

Date: February 27, 2025
Committee: Economic Matters
Position: Unfavorable

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 7,000 members and federated partners working to develop and promote strong public policy that ensures sustained economic growth for Maryland businesses, employees, and families.

With limited exceptions, House Bill 1413 (HB 1413) would require all businesses, including small businesses, to establish a policy that provides employees with the right to “ignore” communications from employers outside of work hours. The bill would create unintended negative consequences for employers and employees.

While the bill seeks to limit communications to benefit employees, it instead undermines the autonomy of employees who might prefer or need to communicate after hours for reasons ranging from personal convenience to urgent work-related matters that are not delineated as exceptions in the bill. For example, scheduling changes may occur more than 24 hours in advance, and in those cases, notification to employees outside of work hours would benefit both the employee and the employer.

Small business owners already face numerous challenges, and this bill would only make it harder for them to manage their workforce efficiently and effectively. The bill simply does not contemplate the numerous reasons that communication may occur outside of normally scheduled work hours that benefits both employers and employees, the broad regulatory approach will make it more difficult for small employers to operate. **For these reasons, the Maryland Chamber respectfully requests an unfavorable report on HB 1413.**