



February 27, 2025

Legislative Position: Unfavorable

House Bill 1413

Labor and Employment - Employer Communications During Nonworking Hours - Right to Disconnect

House Economic Matters Committee

Dear Chairman Wilson and members of the committee:

Founded in 1969, the Howard Chamber of Commerce is dedicated to helping businesses—from sole proprietors to large international firms—grow and succeed. With the power of 700 members that encompass more than 170,000 employees, the Howard County Chamber is an effective partner with elected officials and advocates for the interests of the county's business community.

As introduced, House Bill 1413 would require employers to establish a policy that provides employees the right to ignore communications from the employer during nonworking hours. While we understand the intent behind this bill, we believe it would be yet another burden placed on Maryland businesses and would make workforce management an even greater challenge.

As written, this bill would require employers to establish a policy that sets nonworking hours by written agreement, and prohibits employers from requiring employees to communicate during those hours, except in certain circumstances. This would not only create an administrative burden for employers, but it would also limit their ability to effectively manage their workforce and respond to urgent situations.

In today's fast-paced business environment, employers need to be able to communicate with their employees quickly and efficiently, regardless of the time of day. This bill would hinder that ability and create unnecessary barriers to effective workforce management. Further it would stand to reason that this bill would be particularly burdensome for small businesses and those in industries that require around-the-clock operations.

We urge the committee to consider the potential consequences of this bill and the impact it would have on Maryland's business community. We believe that this bill would be a step in the wrong direction for Maryland businesses. **We respectfully request an unfavorable report on HB 1413.**

Sincerely,

Kristi Simon
President & CEO
Howard County Chamber of Commerce