



**House Bill 314 -- Automation Technology Deployment Assessment and  
Displaced Employee Retraining Fund - Established  
House Economic Matters Committee  
February 4, 2026  
Oppose**

The Montgomery County Chamber of Commerce (MCCC), the voice of business in Metro Maryland, opposes House Bill 314 -- *Automation Technology Deployment Assessment and Displaced Employee Retraining Fund – Established*.

House Bill 314 requires employers with 100 or more employees that reduced their workforce in the State by at least 10 employees while using automation technology to submit forms annually concerning the number of employees employed, automation technology deployed or used, and employees separated from employment during the immediately preceding calendar year. Additionally, the bill requires covered employers to pay the Secretary of Labor an amount equal to \$900 for each displaced employee.

The Chamber has concerns with the burdens this bill places on Maryland businesses. The bill's requirement to report extensive data on workforce composition, automation deployment, and the identity and number of separated employees creates substantial administrative and compliance challenges. Imposing these obligations solely in Maryland also raises competitiveness issues, putting the state's businesses at a disadvantage relative to those in neighboring jurisdictions.

The bill's mandatory financial assessment for each displaced employee adds yet another strain on the State's business climate. At a time when employers are navigating economic uncertainty and rapid technological transformation, imposing a penalty on the use of automation sends the wrong message. Businesses increasingly rely on automation to remain competitive in a global marketplace. Treating job separations related to automation as a basis for financial penalties effectively casts innovation as a liability rather than an essential driver of growth and efficiency.

Instead of introducing new reporting mandates and punitive fees, policymakers should pursue collaborative solutions that encourage innovation, strengthen workforce development, and support both employers and employees as they adapt to technological change.

**For these reasons, the Montgomery County Chamber of Commerce opposes House Bill 314 and respectfully requests an unfavorable report.**

*The Montgomery County Chamber of Commerce (MCCC), on behalf of its members, champions the growth of business opportunities, strategic infrastructure investments, and a strong workforce to position Metro Maryland as a premier regional, national, and global business location. Established in 1959, MCCC is an independent, non-profit membership organization.*

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