



NFIB-Maryland – 60 West St., Suite 101 – Annapolis, MD 21401 – www.NFIB.com/Maryland

TO: House Economic Matters Committee

FROM: NFIB – Maryland

DATE: February 4, 2026

RE: **OPPOSE HOUSE BILL 314** – Automation Technology Deployment Assessment and Displaced Employee Retraining Fund - Established

Founded in 1943, NFIB is the voice of small business, advocating on behalf of America’s small and independent business owners, both in Washington, D.C., and in all 50 state capitals. With more than 250,000 members nationwide, and nearly 4,000 here in Maryland, we work to protect and promote the ability of our members to grow and operate their business.

On behalf of Maryland’s small businesses, NFIB-Maryland opposes House Bill 314 – legislation establishing a special fund for “displaced” employees that is comprised of fines levied on certain employers who use “automation technology” to assist with staffing.

Though HB314 applies to employers with 100 or more employees, NFIB members are concerned about the precedent such a law would create. Small businesses utilize automated technologies in a variety of ways – inventory, pricing, marketing, and more. As an example, automated technology, as defined in the bill, that is utilized by employers to balance staffing needs with inventory would carry with it serious financial penalties.

The bill, in effect, creates a second unemployment insurance fund. The state’s current Unemployment Insurance Trust Fund is already funded by employer-paid payroll taxes. HB314 adds to it.

For these reasons **NFIB opposes HB314** and requests an unfavorable committee report.