



HB 314 - Automation Technology Deployment Assessment and Displaced Employee Retraining Fund - Established

Committee: House Economic Matters Committee

Date: February 4, 2026

Position: Unfavorable

The Maryland Bankers Association (MBA) **OPPOSES** HB 314. This legislation imposes significant new requirements on employers with 100 or more employees who experience workforce reductions associated with the deployment or use of automation technology. While intended to address concerns about technological displacement, the bill effectively penalizes employers for adopting tools and systems that streamline operations, enhance service delivery, and reduce costs for Maryland consumers.

Banks in Maryland continuously invest in modernizing their services to ensure that financial products remain accessible, affordable, and responsive to customer needs. These investments necessarily include the thoughtful use of automation technologies—such as ATMs, customer service chatbots and virtual assistants, automated underwriting platforms, and sophisticated fraud detection systems. These tools are not deployed with the purpose of eliminating jobs; rather, they are essential components of a modern financial system, enabling banks to process transactions efficiently, safeguard customer accounts, expedite credit decisions, and provide high-quality service across multiple channels.

For highly regulated industries like banking—where margins are already narrow and operational efficiency directly affects customer affordability—assessments imposed in HB 314 inevitably increases the cost of doing business. Therefore, these added costs will ultimately be borne by the very Marylanders the legislation seeks to protect, in the form of higher fees, reduced investment in innovation, or diminished access to low-cost banking services.

Accordingly, MBA urges the issuance of an **UNFAVORABLE** report on HB 314.

The Maryland Bankers Association (MBA) represents FDIC-insured community, regional, and national banks, employing thousands of Marylanders and holding \$194.8 billion in deposits in over 1,100 branches across our State. The Maryland banking industry serves customers across the State and provides an array of financial services including residential mortgage lending, business banking, estates and trust services, consumer banking, and more.