



Senator Pamela Beidle, Chair
Senate Finance Committee
3 East Miller Senate Office Building
Annapolis, MD 21401

March 11, 2026

RE: SB 900 – UNFAVORABLE – Labor and Employment – Noncompete and Conflict of Interest Clauses – Employer Relocation

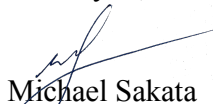
Dear Chair Beidle and Members of the Committee:

The Maryland Transportation Builders and Materials Association (“MTBMA”) has been and continues to serve as the voice for Maryland’s construction transportation industry since 1932. Our association is comprised of 250 members. MTBMA encourages, develops, and protects the prestige of the transportation construction and materials industry in Maryland by establishing and maintaining respected relationships with federal, state, and local public officials. We proactively work with regulatory agencies and governing bodies to represent the interests of the transportation industry and advocate for adequate state and federal funding for Maryland’s multimodal transportation system.

Senate Bill 900 would expand existing prohibitions on noncompete and conflict of interest provisions by rendering such clauses null and void for employees of businesses that, after an employee’s departure, relocate the majority of their employees or principal place of business outside of Maryland. Under the bill, these restrictions would apply regardless of the employee’s compensation level and would apply to certain employment agreements executed on or after the bill’s effective date.

MTBMA opposes SB 900 because reasonable, narrowly tailored noncompete agreements are a longstanding and standard business practice that protect legitimate employer interests. This includes investments in workforce training, proprietary information, and client relationships. In industries like transportation construction, companies make significant investments in employee development and specialized expertise. Eliminating enforceability of noncompete agreements based on a future business decision—such as relocation—creates uncertainty and may discourage companies from investing or expanding in Maryland in the first place. Existing Maryland law already places meaningful limits on noncompete agreements, particularly for lower-wage employees, and further expansion risks upsetting a balanced framework that supports both worker mobility and business stability. For these reasons, MTBMA respectfully requests an unfavorable report on SB 900.

Thank you,


Michael Sakata
President and CEO
Maryland Transportation Builders and Materials Association