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NFIB-Maryland – 60 West St., Suite 101 – Annapolis, MD 21401 – [www.NFIB.com/Maryland](http://www.NFIB.com/Maryland)

TO: House Government, Labor & Elections Committee  
FROM: NFIB – Maryland  
DATE: February 5, 2026

RE: **OPPOSE HOUSE BILL 203** – Labor and Employment – Training Repayment Agreements – Prohibition

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 203 – legislation prohibiting a small business from entering a “training repayment agreement” with an employee whereby an employee would repay the employer if the employee leaves employment.

Many small business owners offer to pay for employee certification or training with an expectation – and in some cases a written agreement – that the employee will remain with the employer for a set amount of time once the course or courses are completed. These are considerable investments by the employer. In some cases, an employee travels to attend training, and the employer also pays for those accommodations.

Employers also use the offer of employee training to entice job candidates to apply. It is common practice. Though state specific data is unavailable, [NFIB reports](#) that 48% of owners (91% of those hiring or trying to hire) reported few or no qualified applicants for the positions they were trying to hire. Offering employee training is a way for employers to address this issue.

Further, the same report notes that 19% of small business owners cited labor quality as their single most important problem. Prohibiting employers from receiving a return on their investment like HB203 does will have a chilling effect on employers trying to fill positions.

House Bill 203 also establishes exceptionally high fines for violations – up to \$10,000 for the first offense. A court may also award up to three times any restitution an individual is entitled to for a violation.

For these reasons **NFIB opposes HB203** and requests an unfavorable committee report.