



House Bill 516

Position: Unfavorable

Committee: Government, Labor, and Elections

Date: February 12, 2026

Founded in 1968, the Maryland Chamber of Commerce (“Maryland Chamber”) is a statewide coalition of more than 7,000 members working to develop and promote strong public policy that ensures sustained economic growth and opportunity for all Marylanders.

House Bill 516 (HB 516) requires the Maryland Department of Labor to hire one investigator for each of five regions across the State and appears to duplicate preexisting investigatory authority, which will cause uncertainty and create unnecessary bureaucracy.

The existing investigatory framework was created to reduce duplication and enhance interagency coordination. Establishing a separate, stand-alone investigative unit risks creating a regulatory framework with overlapping responsibilities that unnecessarily expend state funds with no benefit to the state.

Clear delineation of agency roles is necessary to avoid confusion and redundancy. As result, HB 516 could result in inconsistent enforcement actions and duplicative investigations, particularly in cases where labor and consumer protection issues overlap. Clear delineation of agency roles is necessary to avoid confusion and redundancy.

Duplicating investigatory authority could disproportionately impact small and medium-sized employers who could be subjected to rounds of investigations for the same issue. As a result, those employers would be subjected to increased compliance costs—including legal assistance, record production, and staff time—which would limit their ability to grow and create jobs. **For these reasons, the Maryland Chamber of Commerce respectfully opposes HB 382.**