



House Bill 1634

Position: Unfavorable

Committee: Government, Labor, and Elections

Date: April 2, 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 1634 “HB 1634” imposes unnecessary and burdensome labor requirements that will hinder business growth, discourage investment, and undermine Maryland’s competitiveness in the emerging cannabis market.

By conditioning cannabis licensure on entering into labor peace agreements with unions, the bill effectively forces businesses to adopt a union-preferred framework as a prerequisite to operate—regardless of employee interest, business size, or operational needs. This requirement represents a significant departure from longstanding labor policy by effectively mandating a particular framework for labor relations as a prerequisite for operating a lawful business.

HB 1634 is a coercive mandate that picks winners and losers in the marketplace and compels employers to forfeit fundamental rights to participate in the legal cannabis industry. To be clear, employers should retain the flexibility to manage their workforce in compliance with existing federal and state labor laws, without being compelled to adopt agreements that may not reflect the preferences of their employees or the operational realities of their business.

Moreover, HB 1634 creates uncertainty and potential legal conflicts by layering state-level labor mandates onto a framework already governed by federal law. This could expose licensees to compliance risks and complicate enforcement, particularly for small businesses that the State has sought to uplift in the cannabis sector.

At a time when Maryland is working to build an inclusive and competitive cannabis market, policies that add cost, complexity, and regulatory risk will have the opposite effect—limiting participation, reducing job creation, and driving investment to other states with more predictable regulatory environments. **For these reasons, the Maryland Chamber respectfully requests an unfavorable report on HB 1634.**