



**House Bill 516 -- *Maryland Department of Labor - Investigation of Complaints - Requirements (Worksite Enforcement Act of 2026)*
House Government, Labor, and Elections Committee
February 12, 2026
Oppose**

The Montgomery County Chamber of Commerce (MCCC), the voice of business in Metro Maryland, opposes House Bill 516 -- *Maryland Department of Labor - Investigation of Complaints - Requirements (Worksite Enforcement Act of 2026)*.

House Bill 516 establishes procedures for the Maryland Department of Labor for receiving, reviewing, and investigating complaints regarding matters including mismanagement, misconduct, abuse, fraud, waste, and behavior that threatens public safety or demonstrates negligence, incompetence, or malfeasance.

While well-intentioned, House Bill 516 is drafted too broadly and represents an overreach of the Department of Labor's role. Businesses often express concern that legislation granting expansive investigative authority can be ambiguous, creating uncertainty about what actions may trigger complaints or investigations. Terms such as mismanagement, misconduct, or negligence lack clear definitions, giving agencies discretion that may extend beyond the bill's original intent. This broad scope risks overlapping with existing oversight systems and expanding the agency's duties beyond its core mission.

There are also concerns about the financial and operational impact of establishing new investigative procedures. House Bill 516 requires hiring five investigators at an annual cost to taxpayers of \$500,000, increasing government spending at a time when higher taxes and fees have already been needed to maintain a balanced budget. Companies may also face additional administrative burdens or exposure to unfounded complaints, potentially hindering their ability to operate efficiently. Taken together, these factors may contribute to a less predictable and less competitive business environment.

For these reasons, the Montgomery County Chamber of Commerce opposes House Bill 516 and respectfully requests an unfavorable report.

The Montgomery County Chamber of Commerce (MCCC), on behalf of its members, champions the growth of business opportunities, strategic infrastructure investments, and a strong workforce to position Metro Maryland as a premier regional, national, and global business location. Established in 1959, MCCC is an independent, non-profit membership organization.

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