

February 24, 2026

## **Opposition to House Bill 1229 – Consumer Protection and Labor and Employment – Food Service Facilities and Minimum Wage**

To the Members of the House Government, Labor, and Elections Committee

My name is Chuck Chandler, and I am the General Manager of the Residence Inn Fulton at Maple Lawn in Fulton, Maryland. We have operated here for 7 years and currently employ 24 people. I am writing in opposition to *House Bill 1229*.

I understand the intent of this bill is to raise worker earnings, and I care deeply about my employees. But this proposal would create economic consequences for many businesses like mine that simply cannot absorb the additional costs— this would lead to threatening jobs, increasing costs and undermining our financial stability.

Raising the minimum wage to \$25 per hour by 2030 — a 67% increase — is not a small adjustment. For our business, that would mean:

- An estimated annual payroll increase of approximately - \$275,000
- Pressure to raise room rates for our guests
- Difficult decisions about staffing levels, hours, or growth of new positions

This would not only affect entry-level positions. It would impact wages across our entire team due to upside wage compression.

Eliminating the tip credit would fundamentally change how we compensate our servers/tipped employees, even though they **currently** earn an average of \$25.00 per hour or more with tips included.

What concerns me most is placing this policy into the Maryland Constitution. Embedding it there would effectively lock in sweeping economic mandates with little ability to correct course if the consequences prove too damaging. That level of permanence is risky for small employers, their workers and communities alike.

I am not opposed to fair wages. I am concerned about the sustainability of decisions like this — and whether businesses like mine will be able to continue operating and employing Marylanders under this structure.

I respectfully ask you to **oppose** *HB 1229*.

Thank you for your time and consideration.

Sincerely,

Chuck Chandler  
General Manager  
Residence Inn Fulton at Maple Lawn  
Fulton, MD