



Senate Bill 831

Date: April 2, 2026

Committee: Government, Labor, and Elections

Position: Favorable with Amendments

Founded in 1968, the Maryland Chamber of Commerce (the Chamber) is the leading voice for business in Maryland. We are a statewide coalition of more than 7,000 members and federated partners, and we work to develop and promote strong public policy that ensures sustained economic growth for Maryland businesses, employees, and families.

Senate Bill 831 (SB 831) establishes civil penalties for violations involving the employment of minors, prohibits certain employer practices related to the formation of labor organizations, expands the authority of the Public Employee Relations Board to address certain private-sector labor matters, and places limitations on state actions related to federal labor standards.

While we recognize the issues SB 831 seeks to address, we have concerns with certain provisions of the bill as drafted and believe amendments are necessary to avoid confusion and unintended consequences for employers.

To address these concerns, we respectfully request the following amendment:

Amendment:

Strike page 6, lines 5 through 27, and replace with:

IT SHALL BE AN UNFAIR LABOR PRACTICE FOR AN EMPLOYER TO:

(1) INTERFERE WITH, RESTRAIN, OR COERCE EMPLOYEES IN THE EXERCISE OF THE RIGHT TO SELF-ORGANIZATION, TO FORM, JOIN, OR ASSIST LABOR ORGANIZATIONS, TO BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES OF THEIR OWN CHOOSING, AND TO ENGAGE IN OTHER CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING OR OTHER MUTUAL AID OR PROTECTION, AND SHALL ALSO HAVE THE RIGHT TO REFRAIN FROM ANY OR ALL OF SUCH ACTIVITIES EXCEPT TO THE EXTENT THAT SUCH RIGHT MAY BE AFFECTED BY AN AGREEMENT REQUIRING MEMBERSHIP IN A LABOR ORGANIZATION AS A CONDITION OF EMPLOYMENT;

(2) DOMINATE OR INTERFERE WITH THE FORMATION OR ADMINISTRATION OF ANY LABOR ORGANIZATION OR CONTRIBUTE FINANCIAL OR OTHER SUPPORT TO IT: PROVIDED, THAT

SUBJECT TO RULES AND REGULATIONS MADE AND PUBLISHED BY THE BOARD PURSUANT TO SECTION 6, AN EMPLOYER SHALL NOT BE PROHIBITED FROM PERMITTING EMPLOYEES TO CONFER WITH THE EMPLOYER DURING WORKING HOURS WITHOUT LOSS OF TIME OR PAY.

This proposed language mirrors well-established federal standards under Section 8(a)(2) of the National Labor Relations Act. It has been consistently interpreted by the National Labor Relations Board, providing clear and predictable guidance. Aligning the bill with this framework will help avoid ambiguity while ensuring that employee rights are fully protected.

For these reasons, the Chamber respectfully requests a **Favorable with Amendments report on SB 831.**