



**House Bill 203 -- *Labor and Employment - Training Repayment Agreements – Prohibition*
House Government, Labor, and Elections Committee
February 5, 2026
Oppose**

The Montgomery County Chamber of Commerce (MCCC), the voice of business in Metro Maryland, opposes House Bill 203 -- *Labor and Employment - Training Repayment Agreements - Prohibition*.

House Bill 203 prohibits employers from requiring, as a condition of employment, employees or prospective employees to enter into training repayment agreements. "Training repayment agreement" is defined as "an agreement that requires an employee to pay an employer or third party, such as a training provider, a sum of money if the employee voluntarily or involuntarily leaves employment with the employer."

The Chamber opposes House Bill 203 because training repayment agreements are an important tool that allow employers to invest in substantial, job-specific training with confidence that they can recover some of those costs if employees depart soon after receiving it. These agreements have long been used in industries that require highly specialized or technical skills and help employers justify offering training at no up-front cost to workers.

A complete ban could discourage employers from offering these training programs at all, especially since many require significant financial investment. Without the ability to recoup reasonable training expenses, businesses may scale back training, shift those costs onto employees, or hire only already-trained workers, thereby reducing opportunities for people seeking to enter new fields.

For these reasons, the Montgomery County Chamber of Commerce opposes House Bill 203 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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