



MARYLAND
Chamber of Commerce

LEGISLATIVE POSITION:

Letter of Information

House Bill 1466

Labor and Employment – Employment Contracts – Intellectual Property

House Economic Matters Committee

Tuesday, March 10, 2020

Dear Chairman Davis and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 4,500 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.

HB 1466 establishes that any provision of an employment contract that requires an employee to assign to an employer the employee's rights in a piece of intellectual property developed outside the scope of the employee's employment is null and void if it was designed on the employee's own time and without using resources of the employer.

The Maryland Chamber of Commerce has worked alongside the sponsor of the bill to address one definition concern. We suggest replacing the term "trade secret" with "any confidential or proprietary information obtained during the course of employment." This new language addresses any concerns employers may have relating to the specific definition of what constitutes a trade secret. It is our understanding that the sponsor is open to this friendly amendment and we look forward to working with the sponsor on this legislation.

MDCHAMBER.ORG

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