



**Bill:** HB 1012- Labor and Employment- BWI- Thurgood Marshall Workers' Right to Reinstatement Act

**Position:** OPPOSE

**Committee:** House Economic Matters

Dear Chair, Vice-Chair, and Members of the Committee:

Silver Diner is a locally owned restaurant company with deep roots in Maryland. We are proud to operate a full-service restaurant in BWI Airport that employs over 100 outstanding individuals who represent the Silver Diner brand. We value our Associates, have remained connected to them during the pandemic and we seek to have ALL return as restrictions are lifted & business returns to normal. Reinstatement of our valued Associates is not a problem that needs to "solved" by this bill. This bill creates unnecessary burdens to having our Associates return.

HB 1012 is an unnecessary government interference into the operations of privately owned businesses at BWI-Thurgood Marshall Airport. This bill would establish a government involved and vague multi-step process for rehiring employees and targets a very small sub-set of restaurants and retail businesses at BWI. Unlike surrounding businesses, ours is dependent upon the unpredictable patterns of travel, which as you know, has been significantly below normal since March. This bill would also unfairly burden struggling business owners seeking to mitigate any further loss by selling, and passes this rehiring process onto the next owner, making them susceptible litigation.

This bill is also one in search of a problem. Businesses want to rehire their employees and do not need a government involved process to do that. It's non-sensical to think that we would want to hire other individuals when we have fully trained Associates awaiting return to work.

This bill raises more questions than it solves; would offer a false sense of forthcoming vacancies; implements a government-involved and intensive process; and does so on the backs of business owners. During this time, we need to focus on supporting struggling businesses who were forced to lay off employees, and not impose burdens that will make it more difficult for struggling businesses to operate. Additional and significant regulatory requirements will only make it more difficult for jobs to return and workers to be rehired.

For these reasons, Silver Diner Development LLC respectfully requests an unfavorable vote on HB 1012. Should you have any questions, please feel free to contact Christopher Shand at [cshand@silverdiner.com](mailto:cshand@silverdiner.com)

Sincerely,

Christopher Shand  
Vice President of HR  
Silver Diner Development LLC