



NFIB-Maryland – 60 West St., Suite 101 – Annapolis, MD 21401 – www.NFIB.com/Maryland

TO: Senate Finance Committee

FROM: NFIB – Maryland

DATE: February 4, 2021

RE: **OPPOSE SENATE BILL 191** – Labor and Employment – Hiring – Higher Education Requirements

Founded in 1943, NFIB is the voice of small business, advocating on behalf of America's small and independent business owners, both in Washington, D.C., and in all 50 state capitals. With more than 250,000 members nationwide, and nearly 4,000 here in Maryland, we work to protect and promote the ability of our members to grow and operate their business.

On behalf of Maryland's small businesses, NFIB-Maryland opposes Senate Bill 191 – legislation further regulating the hiring process for employers.

NFIB members appreciate the sponsor's intent of trying to get Marylanders employed. However, the language in SB191 will make it harder for Maryland small businesses to find qualified employees to fill the positions they need filled.

Small businesses are looking to hire both skilled and unskilled labor. According to [NFIB's monthly jobs report for December](#), owners are still looking to hire as they reported a historically high level of job openings. Thirty-two percent of owners reported job openings they could not fill. Twenty-seven percent have openings for skilled workers and 11% have openings for unskilled labor. The need is there, the applicants are not.

Senate Bill 191 will make it harder to match employers with the right employees. As noted above, certain jobs have certain requirements. Among those requirements could be a college or other higher education degree (i.e. trade school). SB191 effectually prohibits those requirements during the hiring process. Though paragraph A(2) allows for an out, there is no clear guidance that would make an employer comfortable with requiring such degrees or certifications given the heavy handed sanctions in the bill.

For these reasons **NFIB opposes SB191** and requests an unfavorable committee report.