

March 15, 2021

Senator Delores G. Kelley  
Chair, Finance Committee  
Maryland State Senate  
3 East  
Miller Senate Office Building  
Annapolis, MD 21401

**RE: SB848- Maryland Wage and Hour Law and Maryland Wage Payment and Collection Law – Revisions**  
**Position: OPPOSE**

Dear Senator Kelley, Vice Chair Feldman and Members of the Committee:

On behalf of our 500-member businesses and more than 45,000 employees in Montgomery County, The Greater Bethesda Chamber of Commerce is in Opposition to **SB848- Maryland Wage and Hour Law and Maryland Wage Payment and Collection Law – Revisions.**

This legislation requiring that certain employers are required to keep conspicuously posted in certain places of employment include certain antiretaliation provisions; prohibiting certain employers from taking certain actions and that the burden of proof as proved by clear and convincing evidence under certain actions would be on the defendant based on certain actions under certain circumstances; and establishing that a certain employer taking certain actions against an employee within a certain time period creates a rebuttable presumption that the employer retaliated against the employee under certain circumstances.

The bill greatly expands the list of actions by employers which could constitute an “adverse action”. This places an unnecessary burden on employers. There already exists a body of law on what constitutes an “adverse action”. In addition, the bill unnecessarily expands the list of prohibited retaliatory actions (i.e., a reduction in hours or schedule changes). This bill is overkill, makes no sense, particularly during a pandemic and imposes draconian damages on employers

Finally, SB848 bill imposes an unfair standard – “clear and convincing evidence” – on employers.

For these reasons, we ask for an **UNFAVORABLE report on SB848** and thank you for your consideration of our remarks.

Sincerely,



Allie Williams  
President & CEO