



Central Maryland Chamber
The Center of Intelligent Business

Senate Bill 224

Labor and Employment- Employment Standards and Conditions- Definition of Employer

Senate Budget & Taxation Committee

January 31, 2022

Dear Senator Guzzone and Members of the Committee,

The Central Maryland Chamber of Commerce (CMC) was formed in 2017, a merger of two existing chambers- The Baltimore Washington Corridor Chamber (originally founded in 1948) and the West Anne Arundel County Chamber (originally founded in 1962). The CMC is a regional organization representing approximately 350 businesses in the Central Maryland corridor and exists to be the primary business resource and advocate as the area experiences exponential growth.

The Central Maryland Chamber is writing to oppose SB224- Labor & Employment Standards and Provisions. This bill, as written, attempts to redefine the definition of employer and may add additional liability exposure impacting the relationship between franchise and franchisees. It can also impact subcontractors and employment agencies under the Maryland Wage Payment and Collection Law.

The Chamber is concerned that the unintended consequences of this bill may significantly affect our small businesses and cause additional liability exposure, at a very bad time to put more requirements on our state's small business.

The broad language in the bill is our primary concern and could impact a significant number of businesses and business relationships throughout the state. Such a change will put businesses at risk who have operated for many years under the current standards and may be determined to be in violation unintentionally due to the lack of clarity in SB224.

While the Chamber would traditionally support anything that is intended to standardize language and definitions, this bill is problematic as proposed. For these reasons, the Central Maryland Chamber opposes SB224.

Sincerely,

Kristi Simon
President & CEO
Central Maryland Chamber of Commerce