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Patrick Moran - President

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**Testimony**  
**HB 299 – Labor and Employment – Employment Standards and Conditions –**  
**Definition of Employer**  
**Economic Matters**  
**February 1, 2022**  
**FAVORABLE**

AFSCME Maryland Council 3 supports HB 299. This important legislation closes loopholes in the enforcement of employment standards across Maryland by providing a consistent definition of the term “employer” in the Labor and Employment article. HB 299 also widens the definition of “employer” to include joint employers. This change is necessary to ensure that the appropriate actors are held responsible for meeting the Labor standards set forth in Maryland.

As the structure of workforces and workplaces change in our state and nationally, it is important that Maryland Labor law keeps up. The employees who will benefit from this are those who seek equal pay for equal work and to be paid for the actual hours they have worked. HB 299 helps to enforce those principles, of which no one should be opposed.

We urge the committee to provide a favorable report on HB 299. Thank you.

Every AFSCME Maryland State and University contract guarantees a right to union representation.  
An employee has the right to a union representative if requested by the employee.  
800.492.1996

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