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**HB 1255 - Labor and Employment - Automated Employment Decision Tools - Prohibition
House Economic Matters Committee
March 6, 2024**

SUPPORT

**Donna S. Edwards
President**

Maryland State and DC AFL-CIO

Chairman and members of the Committee, thank you for the opportunity to submit testimony in support of HB 1255. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

HB 1255 prevents biases and discrimination in hiring by prohibiting algorithmic decision systems and automated employment decision tools from being used if they have not been screened by impact assessments that determined that the tools would not involve high risk actions. The bill defines high risk actions as employment decisions that likely could result in unlawful discrimination or have disparate actions on individuals or groups. All uses of the tools require employers to notify job applicants that the tool was used within 30 days. Violations of the law face \$500 penalties for the first violation.

Artificial intelligence has no place in major hiring and employment decisions. This technology is way too early in its development for deciding whether a family can put food on their table. Reasonable guardrails must be put in place to ensure that job applicants are informed so that they may take action if these programs are found to be discriminatory.

HB 1255 represents the bare minimum of what Maryland needs to do to combat the potential downsides of artificial intelligence in employment issues. We urge a favorable report on HB 1255.