



February 20, 2012

The Honorable Dereck E. Davis
Economic Matters Committee
Room 231 House Office Building
Annapolis, MD 21401-1912

Re: HB 1159 – Working Families Flexibility Act – **Oppose**

Dear Delegate Davis:

HB 1159 seeks to severely restrict businesses in their ability to define and maintain the working conditions pertaining to any particular position within their organizations. Specifically, this bill would require non-unionized employers, and those with some non-unionized employees, to abide by union-like requirements.

HB 1159 will force an employer to consider changing the number of hours, times of work, or location of work, in addition to requiring a written application, a meeting with the employee within 14 days of receipt of the application, and a written response within 14 days of that meeting, including reasons for any denial. Additionally it requires that an employee be allowed to have any representative of his/her choice be present during any discussions pertaining to the application. Further, it allows for the possibility that the Commissioner will overturn any such denial. This is an extreme intrusion on the rights of businesses to manage their workforce and appears to be a misguided and wholly inappropriate effort to create union-like requirements and restrictions on employers that do not have unionized workforces.

The Legislative Committee of the Carroll County Chamber of Commerce strongly opposes this bill and respectfully requests your committee give this bill an unfavorable report..

Sincerely,

A handwritten signature in black ink that reads 'Michael McMullin'.

Michael McMullin
President
Carroll County Chamber of Commerce

CC: Senator Joseph M. Getty
Delegate Susan W. Krebs