



February 27, 2012

The Honorable Katherine Klausmeier
Rules Committee
Senate Meeting Room H-124, State House
Annapolis, MD 21401

Re: SB 999 – Abusive Work Environments – Employee Remedies – **Oppose**

Dear Senator Klausmeier:

SB 999 prohibits an employee or an employer from subjecting an employee to an abusive work environment, prohibits retaliation against an employee who opposes or resists abusive conduct in the employee's work environment and authorizes an employee to file an action for a violation of the Act.

The focus of this bill seems to be on what it terms “workplace bullying”. Seeking to create a new “protected class” under Maryland law, when existing federal and state employment regulations to prevent discrimination, harassment and retaliation already exist, and when civil remedies are already available to individuals, is unnecessary. Further regulatory interference into the ability of an employer to manage its workforce as it sees fit will not only serve to worsen both the business environment in Maryland, but will further damage and strain the relationship between business and government.

The Legislative Committee of the Carroll County Chamber of Commerce asks that your committee give this bill an unfavorable report.

Sincerely,

A handwritten signature in cursive script that reads 'Michael McMullin'.

Michael McMullin
President
Carroll County Chamber of Commerce

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