



February 27, 2017

The Honorable Anne Healey  
Rules and Executive Nominations Committee  
Room 150, House Office Building  
Annapolis, MD 21401

**RE: HB 1614** – Maryland Fair Scheduling, Wages, and Benefits Act – **Oppose**

Dear Delegate Healey:

House Bill 1614 dictates many provisions that will be unworkable for the industries this bill targets. These businesses provide products and services that consumers demand at all hours, on all days and at all times of the year.

This bill will fundamentally prevent an employer from responding to business or staffing needs in a timely fashion, which can mean the difference between gaining or losing customers. Consumer demand changes, vendors and customers have needs that result in changes to production or provision of services and are not always “predictable”. In addition to the restrictions and penalties included for scheduling, changing of schedules and preventing businesses from adding to staff in order to meet business needs, this bill also seeks to prohibit a business from requiring overtime or additional work hours without “permission” from employees.

Furthermore, it would appear to prohibit offering different benefits to employees based on the number of hours they work (part-time benefits vs. full-time benefits). Legitimate, real world business needs and practices virtually guarantee that employers will be penalized for simply trying to run their business and succeed. As a result, a negative impact will be realized for both business and employees.

A business that cannot afford to operate, or is unable to operate due to such unrealistic restrictions will cease to exist. That serves no one. While this bill seeks to penalize employers for what it implies is unpredictable scheduling, it does not address nor give employers the right to manage employees and require them to be more reliable or predictable in showing up to work. Human beings get sick, go on vacation, quit and get fired. These events are not always predictable. Therefore, penalizing a business for simply responding to this fact is wholly intrusive and unreasonable.

The Carroll County Chamber of Commerce, a business advocacy organization of over 560 members, strongly opposes this bill and therefore requests that you give it an unfavorable report.

Sincerely,

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

Mike McMullin  
President  
Carroll County Chamber of Commerce

Cc: Delegate Susan W. Krebs  
Senator Justin Ready

**Carroll County Chamber of Commerce • 9 East Main Street • Westminster, MD 21157**  
**Phone: 410-848-9050 • Fax: 410-876-1023 • [www.carrollcountychamber.org](http://www.carrollcountychamber.org)**