



January 31, 2018

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

**Re: HB 0541 - Labor and Employment – Criminal Record Screening Practices (Ban the Box) – Oppose**

Dear Delegate Davis:

This bill will prohibit an employer from seeking the criminal history of an applicant prior to making an offer of employment. Current federal and state laws already prohibit discrimination against those with previous convictions; employers must take into consideration the type of offense, when it occurred, and its relevance to the specific job.

While this bill does exclude certain types of businesses from this prohibition, all others will be left to suffer the consequences of not being able to properly evaluate an applicant's background before making an offer.

Asking about an applicant's criminal background history is a valid question that has direct bearing on whether an otherwise qualified person can or should be offered a job. Is it better for an applicant to know up front that his criminal history will bar him from certain jobs, or should he expend the time and energy in the application process only to find out later that he cannot be hired? Should businesses be forced to expend that same time, energy and cost upfront before finding out they cannot hire that candidate and must then rescind an offer?

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, 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 Haven Shoemaker  
Senator Justin Ready

**Carroll County Chamber of Commerce • 9 East Main Street • Westminster, MD 21157  
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