



January 9, 2019

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

RE: HB 0038 – Labor and Employment - Noncompete and Conflict of Interest Clauses –
Oppose

Dear Delegate Davis:

HB 0038 seeks to prohibit non-compete and conflict of interest agreements for employees earning less than \$15 per hour or \$31,200 per year.

Rate of pay or level of position is not an entirely accurate method of determining which employee(s) should or should not be subject to such clauses. A bill such as this takes away the rights and discretion of employers to manage their business as they deem appropriate.

The Carroll County Chamber of Commerce, a business advocacy organization of more than 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