



January 30, 2019

The Honorable Delores G. Kelley
Finance Committee
3 East, Miller Senate Office Building
Annapolis, MD 21401

RE: SB 0328 – Labor and Employment - Noncompete and Conflict of Interest Clauses –
Oppose

Dear Senator Kelley:

SB 0328 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 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: Senator Justin Ready
Delegate Haven Shoemaker