



February 11, 2021

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

**Re: HB 1171 – Labor and Employment - Maryland Employee Protection Plan for Vaccine Refusal – Oppose**

Dear Delegate Davis:

HB 1171 prohibits an employer from terminating an employee solely on the basis of the employee's refusal to receive a vaccination against COVID-19.

Similar to another bill (HB 1045), this bill makes no distinction between type of employer, type of job or any other meaningful distinction. Additionally, for decades, federal law has allowed employers to require various vaccines (most notably flu vaccines); and therefore, allowed for the termination of employees who refuse. The only allowable exceptions being for disability or religious reasons. The federal EEOC recently clarified that this also applies to the COVID vaccine.

Removing the right of an employer to protect *all* its employees, as well as the public with whom its employees interact, is untenable and unreasonable at any time, let alone during a global pandemic that has led to the deaths of over 7000 Marylanders and nearly 500,000 nationwide.

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, strongly opposes this bill and asks 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  
Phone: 410-848-9050 • Fax: 410-876-1023 • [www.carrollcountychamber.org](http://www.carrollcountychamber.org)**