



Date: February 12, 2025

Economic Matters Committee  
Delegate C. T. Wilson  
Room 231  
House Office Building  
Annapolis, Maryland 21401

**Re: HB1413 – Employer Communications During Nonworking Hours - Right to Disconnect - Oppose**

Dear Delegate Wilson:

HB1413 would require employers to establish a policy that provides employees a right to ignore communications from the employer during nonworking hours and establishes nonworking hours by written agreement.

A key argument against an employee "right to disconnect" is that it could potentially hinder productivity and flexibility in certain industries, particularly those with time-sensitive needs or global operations.

Such policies can create rigid boundaries that would disrupt workflow and make it difficult to respond to urgent issues in a timely manner. Where are the employees located? As workforces become more dispersed around the country; indeed, around the world – a company may have teams that cut across a range of different regions and time zones. There are also concerns about the practical challenges of enforcing such a policy and the potential for abuse by employees who might use it to avoid necessary communication or accountability.

Additionally, distinguishing between legitimate emergencies and non-essential communication can be challenging, leading to confusion and potential conflict between employees and employers.

Finally, a strict "right to disconnect" might limit employee autonomy and flexibility, especially for remote workers who might prefer to adjust their work hours based on personal needs.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, opposes this bill. We therefore request that you give this bill an unfavorable report.

Sincerely,

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

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Delegate Chris Tomlinson  
Senator Justin Ready