



Senate Bill 191

*Labor and Employment - Hiring - Higher Education Requirements
(Give Me a Chance Act)*

MACo Position: **OPPOSE**

To: Finance Committee

Date: February 4, 2021

From: Drew Jabin

The Maryland Association of Counties (MACo) **OPPOSES** SB 191. This bill would prohibit employers from asking standard questions of education in their job applications and during the job interview process. If applied to the public sector, counties fear this law could eliminate promotion opportunities which allow local government employees a career path forward based on continued educational success.

Counties screen job applications prior to interviews, taking into account if the position requires an advanced degree or training, and asking for that information prior to moving forward in the hiring process. In other positions, job descriptions provide for a degree or equivalent years of experience, which again is screened for prior to the interview process. This legislation would burden employers by prohibiting discussing college or a higher education degree until an “initial offer of employment” has been made, potentially wasting time and resources.

Public sector employers are already subject to a wide range of transparency measures in hiring and employment practices – far beyond those applying to other employers. The language in SB 191 referring to an exemption of this prohibition “if a minimum educational qualification is necessary to perform the duties of the position that is the subject of the application or interview process” is extremely vague and unenforceable. Accordingly, MACo urges the Committee to issue an **UNFAVORABLE** report on **SB 191**.