



Date: January 27, 2026

Government, Labor, and Elections
Delegate Melissa Wells
145 Lowe
House Office Building
Annapolis, MD 21401

Re: HB 0203 – Training Repayment Agreements – Prohibition – Oppose as Written

Dear Delegate Wells:

HB 0203 will prohibit Training Repayment Agreements. Such agreements are commonly contracts requiring employees to reimburse employers for training costs if they leave within a set timeframe. They aim to improve retention and recoup investment in specialized training, among other benefits.

This bill too broadly defines “Training Repayment Agreement”. For instance, does it include tuition reimbursement plans, or other types of *voluntary* education/training? Many employers offer to pay for degree programs or specialized training to attract the best candidates or as an employee retention tool.

Such programs allow employers to be more willing to fund specialized training, certification, or professional development. Repayment terms are normally prorated based on length of time (such as one or two years depending on the overall cost and extent of the training). The employer therefore realizes the benefit of that training in its workplace, and the employee receiving this training can enhance their worth both with their current employer and the marketplace as a whole.

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

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

Carroll County Chamber of Commerce • 9 East Main Street • Westminster, MD 21157
Phone: 410-848-9050 • Fax: 410-876-1023 • www.carrollcountychamber.org