



BERNARD C. "JACK" YOUNG  
MAYOR

*Office of Government Relations  
88 State Circle  
Annapolis, Maryland 21401*

**HB 1410**

February 18, 2020

**TO:** Members of the House Economic Matters Committee  
**FROM:** Nicholas Blendy, Deputy Director of Government Relations  
**RE:** House Bill 1410 – Labor and Employment – Secure Maryland Wage Act  
**POSITION: SUPPORT**

Chair Davis, Vice Chair Dumais, and Members of the Committee, please be advised that the Baltimore City Administration (BCA) **supports** House Bill (HB) 1410.

HB 1410 recognizes the important public safety interest of recruiting and retaining experienced employees at Maryland's three heightened security transportation facilities, BWI Thurgood Marshall Airport, the Port of Baltimore, and Baltimore Penn Station. HB 1410 requires employers at these facilities, beginning January 1, 2021, to pay permanent and contractual employees the combined amount of wages and benefits for an employee in the Guard 1 Classification for the applicable county under the McNamara-O'Hara Service Contract Act as of September 1<sup>st</sup> of the preceding year.

Employees covered by the bill will always be entitled to a wage equal to or above the Maryland minimum wage.<sup>1</sup> This will help achieve the public safety purpose of reducing employee turnover, which has a documented deleterious effect on performance and security.<sup>2</sup> Other "heightened security locations" such as LAX airport, the Port of

---

<sup>1</sup> Wage determinations are developed by the Federal Department of Labor based on available data showing the rates that are prevailing in a specific locality. Currently the determination for Baltimore City and Anne Arundel County is \$17.45 hourly.

<sup>2</sup> See, Amanda Gallear, The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature, UC Berkeley Labor Center, for the San Francisco Airport Commission (October 18, 2017), available at <http://laborcenter.berkeley.edu/the-impact-of-wages-and-turnover-on-security-and-safety-in-airports/>

Oakland, JFK airport, and nearby Dulles and National airports have adopted similar policies to improve safety and security at those sites.

The bill would also provide an economic boost to the communities where these employees live. An estimated 30.6% of BWI employees and 28.3% of Port of Baltimore employees live in Baltimore City. This means thousands of Baltimore residents who will be spending their increased wages locally.

We respectfully request a **favorable** report on House Bill 1410.