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Patrick Moran - President

HB 181 - Four-Day Workweek Pilot Program and Income Tax Credit - Established (Four-Day Workweek Act of 2023)

POSITION: FAVORABLE WITH AMENDMENTS

AFSCME Council 3 represents employees who work in State Government and for our Public Higher Education Institutions. We support HB 181 with a few amendments. This legislation establishes a four-day workweek pilot program for eligible public and private employers administered by the Maryland Department of Labor (MDL). Under the pilot program, MDL administers the tax credit to businesses and encourages governmental units to participate in four-day workweeks. MDL must also conduct research and publish data reports required under the bill regarding the use of four-day workweeks in Maryland under the pilot and internationally.

AFSCME Council 3 generally supports the expansion of more family friendly work schedules for our members. We do feel that clarifying amendments are required in HB 181 to ensure that the exclusive bargaining representative has an opportunity to negotiate the parameters of any four-day workweek pilot that our members would be subject to under this bill. We think the following amendment would address this concern:

On 3-1803(B)(2):

Pg. 4, line 4 – Insert

(2) INCLUDE INFORMATION INDICATING THAT THE APPLICANT DID NOT HAVE ANY PRIOR INTENTION OF TRANSITIONING ITS WORKFORCE OR A DIVISION OF ITS WORKFORCE FROM A 5–DAY WORKWEEK TO A 4–DAY WORKWEEK; AND WHERE AN EXCLUSIVE BARGAINING REPRESENTATIVE EXISTS, A SIGNED AGREEMENT WITH THE EXCLUSIVE BARGAINING REPRESENTATIVE TO ESTABLISH THE PARAMETERS OF A 4-DAY WORKWEEK FOR REPRESENTED EMPLOYEES.

Addressing the Fiscal and Policy note, AFSCME Council 3 also feels that state employees, not contractual employees, should administer this program in the MDL. The work performed for this program is similar to the skills needed to administer other programs within the agency. MDL should invest in more permanent employees it can cross-train, rather than temporary employees.

HB 181 is good legislation, and we urge the committee to provide a favorable report with these amendments. Thank you.

Every AFSCME Maryland State and University contract guarantees a right to union representation.
An employee has the right to a union representative if requested by the employee.
800.492.1996

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