



MARYLAND STATE & D.C. AFL-CIO

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**HB 1044 - State Agency Workforce Policy for the 21st Century Act
House Appropriations Committee
March 7, 2024**

OPPOSE

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Chairman and members of the Committee, thank you for the opportunity to submit testimony in opposition to HB 1044. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

We oppose HB 1044 on the narrow grounds of its provisions dealing with registered apprenticeships in state employment. While apprenticeships may be a good fit for skilled careers in state service, they are best developed through negotiations with the unions representing those particular workers. The Maryland State and DC AFL-CIO served on the Apprenticeship 2030 Commission along with AFSCME MD, AFT-MD, and the Baltimore DC Building Trades. We worked to identify potential issues and make recommendations on the future of apprenticeships in state employment. We encourage the General Assembly to follow those recommendations.

HB 1044 requires the Secretary of Budget and Management to “identify occupations within state agencies that could benefit from apprenticeship programs or other training programs” and “establish group-sponsored apprenticeship programs...” It also calls upon the state to actively recruit to fill its staffing vacancies by “developing school-to-work and apprenticeship programs for state positions.”

Instead of HB 1044, we encourage the General Assembly to allow the recommendations of the Apprenticeship 2030 Commission to move forward:

Adapting State Hiring Process for Apprentices

There is a significant opportunity for the State to utilize registered apprentices in both hiring and contracting of personnel and staff. However, in some cases, there may be legacy staff requisition processes, such as the specification of PINs, that prevent the creation of apprentice pathways for even entry-level positions in State government, often with job requirements that are outdated.

Recommendation 16: The Governor should issue an executive order requiring DBM to conduct a statewide review, in consultation with State employee exclusive representatives, of personnel and staff openings where registered apprenticeships may be utilized. The executive order should be issued by March 1, 2024, and review completed by December 31, 2024.

Recommendation 17: DBM and MDL, in consultation with State employee exclusive representatives, should review and modify the State workforce requisition process to eliminate barriers to hiring registered apprentices.

Recommendation 18: DBM and MDL, in consultation with State employee exclusive representatives, should determine how to adjust the current labor recruitment process to support hiring of registered apprentices and deliver an action plan by August 1, 2024.

We support the recommendations and urge an unfavorable report on HB 1044.