

FAVORABLE
House Bill 1175
Education – Public School Employers and Employees – Subcontracting for
Services

House Ways and Means Committee
February 28, 2024

Cheryl Bost
President

The Maryland State Education Association supports House Bill 1175. House Bill 1175 establishes critical safeguards when public school employers attempt to subcontract out work or services that are performed by public school employees. This legislation will ensure public school employees, students and their families, and communities have the opportunity to share their concerns and review important information before an employer subcontracts out essential school services provided by public school employees. Additionally, this legislation will make certain that strong labor standards are preserved when employers subcontract out work. We need to continue to recruit and retain more individuals into the education workforce, and subcontracting should not be used to diminish existing labor standards.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

MSEA strongly opposes efforts to subcontract out education-related services or employees. Bus drivers, food and nutrition workers, custodians, classroom teachers, paraeducators, related service providers, and other public school employees all work together to promote a quality learning environment and deliver the best education possible to our students. However, the concerns of our public school employees are often disregarded when our employers subcontract out the work and services that we



perform with little to no input from the public school employees currently doing the work.

Subcontracting out work may cause public school employees to lose their jobs entirely, create differing working standards and conditions between a public school employee and an employee of a subcontractor performing the same or similar work, or create more workload and burden on public school employees when contracted out workers are used to provide services.

House Bill 1175 will create a process for an employer to meet and consult with representatives of public school employees to ensure our concerns are heard before decisions are made that impact public school employees. Additionally, students and their families and communities will benefit from this legislation by establishing more transparency and accountability in the subcontracting decision making process. Employers will need to notify the public as soon as they are considering or exploring subcontracting essential school services and invite the public to comment on these proposals before decisions are finalized.

In sum, House Bill 1175 promotes the public interest by creating more transparency and accountability from employers and demonstrates respect for our public school employees by making certain their concerns are heard before an employer subcontracts out their work or services.

We urge the committee to issue a Favorable Report on House Bill 1175.