

HOUSE BILL 1307

P2, K3

6lr1202

By: **Delegate Wilson**

Introduced and read first time: February 12, 2026

Assigned to: Government, Labor, and Elections

A BILL ENTITLED

1 AN ACT concerning

2 **State Finance and Procurement – Employers Receiving State Public Funds –**
3 **Unfair Labor Practices**

4 FOR the purpose of requiring certain employers that receive at least a certain amount of
5 State public funds, as a condition of receiving the funds, to agree not to engage in
6 certain unfair labor practices and to make other related agreements and
7 acknowledgements; authorizing the State to recapture certain funds received by an
8 employer who violates certain agreements; authorizing an employee who believes
9 that an employer has violated certain provisions of this Act to file a complaint with
10 the Attorney General; requiring the Attorney General to investigate certain
11 complaints; authorizing the Attorney General to bring a certain action and seek
12 certain damages for a violation of certain provisions of this Act; and generally
13 relating to labor practices of employers receiving State public funds.

14 BY adding to

15 Article – State Finance and Procurement

16 Section 2–902

17 Annotated Code of Maryland

18 (2021 Replacement Volume and 2025 Supplement)

19 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
20 That the Laws of Maryland read as follows:

21 **Article – State Finance and Procurement**

22 **2–902.**

23 (A) IN THIS SECTION, “EMPLOYER” HAS THE MEANING STATED IN 29 U.S.C.
24 § 152.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(B) THIS SECTION APPLIES ONLY TO AN EMPLOYER SUBJECT TO THE**
2 **FEDERAL NATIONAL LABOR RELATIONS ACT AND THE REGULATIONS ADOPTED BY**
3 **THE NATIONAL LABOR RELATIONS BOARD UNDER THE ACT.**

4 **(C) (1) ON OR AFTER JULY 1, 2026, AN EMPLOYER THAT RECEIVES**
5 **\$250,000 OR MORE IN STATE PUBLIC FUNDS AS PART OF A SINGLE TRANSACTION OR**
6 **CONTRACT WITH THE STATE SHALL, AS A CONDITION OF RECEIVING THE FUNDS:**

7 **(I) AGREE AND ACKNOWLEDGE THAT THE EMPLOYEES OF THE**
8 **EMPLOYER ARE SUBJECT TO THE BENEFITS AND PROTECTIONS OF THE NATIONAL**
9 **LABOR RELATIONS ACT;**

10 **(II) AGREE NOT TO ENGAGE IN AN UNFAIR LABOR PRACTICE AS**
11 **DESCRIBED UNDER 29 U.S.C. § 158; AND**

12 **(III) ACKNOWLEDGE THAT VIOLATION OF ITEM (II) OF THIS**
13 **PARAGRAPH MAY RESULT IN THE RECAPTURE OF STATE PUBLIC FUNDS RECEIVED,**
14 **UP TO THE FULL AMOUNT.**

15 **(2) IF AN EMPLOYER VIOLATES THE AGREEMENTS MADE UNDER**
16 **PARAGRAPH (1)(I) OR (II) OF THIS SUBSECTION, THE STATE MAY RECAPTURE THE**
17 **TOTAL AMOUNT OF STATE PUBLIC FUNDS RECEIVED BY THE EMPLOYER FOR UP TO**
18 **2 YEARS AFTER FULL DISBURSEMENT OF THE FUNDS.**

19 **(D) (1) IF AN EMPLOYEE BELIEVES THAT AN EMPLOYER HAS VIOLATED**
20 **SUBSECTION (C)(1) OF THIS SECTION, THE EMPLOYEE MAY FILE A COMPLAINT WITH**
21 **THE ATTORNEY GENERAL.**

22 **(2) AFTER RECEIVING A COMPLAINT FILED UNDER PARAGRAPH (1)**
23 **OF THIS SUBSECTION, THE ATTORNEY GENERAL SHALL CONDUCT AN**
24 **INVESTIGATION.**

25 **(3) AFTER AN INVESTIGATION, IF THE ATTORNEY GENERAL**
26 **DETERMINES THAT THE EMPLOYER HAS VIOLATED SUBSECTION (C)(1) OF THIS**
27 **SECTION, THE ATTORNEY GENERAL MAY BRING AN ACTION ON BEHALF OF THE**
28 **EMPLOYEE.**

29 **(4) IN AN ACTION BROUGHT UNDER THIS SECTION, THE ATTORNEY**
30 **GENERAL MAY SEEK:**

31 **(I) INJUNCTIVE RELIEF;**

1 **(II) UP TO THE TOTAL AMOUNT OF STATE PUBLIC FUNDS**
2 **RECEIVED BY THE EMPLOYER; OR**

3 **(III) ANY OTHER RELIEF THAT THE COURT DETERMINES**
4 **APPROPRIATE.**

5 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
6 1, 2026.