

SENATE BILL 777

K3

(6lr3346)

ENROLLED BILL

— Finance and Budget and Taxation/Government, Labor, and Elections and Health —

Introduced by **Senator Salling**

Read and Examined by Proofreaders:

Proofreader.

Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this

_____ day of _____ at _____ o'clock, _____ M.

President.

CHAPTER _____

1 AN ACT concerning

2 **Labor and Employment – Workforce Development – Hospital Employee**
3 **Retraining and Placement Program and Workforce Development and Local**
4 **Workforce Development Boards**
5 **(Local Workforce Solutions Investment Act)**

6 FOR the purpose of *altering the program the Maryland Department of Labor is required to*
7 *establish for the retraining and placement of certain hospital employees*; requiring
8 the ~~Maryland Department of Labor~~ to allocate money from the Hospital Employees
9 Retraining Fund to local workforce development boards under certain
10 circumstances; altering certain workforce development programs to require
11 inclusion of local workforce development boards; requiring, if funding is available,
12 the Department to provide funding to a local workforce development board as part
13 of the State's quick response program for certain reductions in operations; requiring
14 local workforce development boards to provide grants to employers under the

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

Italics indicate opposite chamber/conference committee amendments.



1 Apprenticeship Career Training in Our Neighborhoods Program; and generally
2 relating to workforce development in the State.

3 BY repealing and reenacting, with amendments,
4 Article – Labor and Employment
5 Section 11–201, 11–304, 11–305(a), 11–601(d), and 11–1405(d)
6 Annotated Code of Maryland
7 (2025 Replacement Volume)

8 BY repealing and reenacting, without amendments,
9 Article – Labor and Employment
10 Section 11–303, 11–601(a) through (c) and (e), and 11–1403
11 Annotated Code of Maryland
12 (2025 Replacement Volume)

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

15 **Article – Labor and Employment**

16 11–201.

17 (a) The Department shall establish a program for the retraining and placement
18 of hospital employees who are unemployed or who may become unemployed as a result of
19 the closing, AND delicensing, ~~downsizing, or possible downsizing~~ of a hospital or the
20 merging of hospitals under § 19–325 of the Health – General Article.

21 (b) The Secretary and the Secretary of Health shall adopt regulations to
22 implement this section.

23 (c) (1) There is a Hospital Employees Retraining Fund.

24 (2) The Fund shall be used:

25 [(1)] (I) for the purposes described in this section; and

26 [(2)] (II) to pay any and all expenses of the Department in administering
27 this section.

28 (D) IF A CLOSING, AND DELICENSING, ~~DOWNSIZING, OR POSSIBLE~~
29 ~~DOWNSIZING~~ OF A HOSPITAL, OR THE MERGING OF HOSPITALS DESCRIBED IN
30 SUBSECTION (A) OF THIS SECTION OCCURS, THE DEPARTMENT SHALL ALLOCATE
31 MONEY FROM THE FUND TO THE LOCAL WORKFORCE DEVELOPMENT BOARD IN THE
32 COUNTY OR REGION AFFECTED.

1 **[(d)] (E)** Any unexpended funds remaining in the Hospital Employees
2 Retraining Fund at the end of the fiscal year may not revert to the General Fund of the
3 State.

4 11–303.

5 There shall be a quick response program to provide both employers and employees
6 with services to assist in mitigating the impact on employees that occurs with a reduction
7 in operations.

8 11–304.

9 (a) The State’s quick response program is under the direction of the Secretary.

10 (b) (1) The Secretary in cooperation with the Workforce Development Board
11 shall develop mandatory guidelines for employers faced with a reduction in operations.

12 (2) The guidelines developed under paragraph (1) of this subsection shall
13 include:

14 (i) subject to § 11–305 of this subtitle, a written notice that an
15 employer expects to terminate employees due to a reduction in operations;

16 (ii) the continuation of benefits, such as health, severance, and
17 pension, that an employer should provide to employees who will be terminated due to a
18 reduction in operations; or

19 (iii) the specific mechanisms that employers can use to ask for the
20 assistance of the State’s quick response program.

21 (c) **(1)** The Department shall maintain the capacity to provide employment
22 and training services through the quick response program.

23 **(2)** This capacity shall include[, but not be limited to]:

24 **[(1)] (I)** on-site unemployment insurance bulk claims registration: for
25 incidents where 25 or more workers are laid off at 1 time, taking initial unemployment
26 insurance claims at the employee’s place of business;

27 **[(2)] (II)** registration for federal Trade Readjustment Act services: if the
28 business closing is due to foreign competition, assisting workers in seeking federal training
29 benefits and additional unemployment insurance compensation benefits;

30 **[(3)] (III)** provision of labor market and retraining information: in
31 conjunction with local [service providers] **WORKFORCE DEVELOPMENT BOARDS,**

1 providing both local labor market information and retraining information that can assist
2 the workers to obtain reemployment [and/or] **OR** retraining;

3 [(4)] **(IV)** job placement services: through the regular office services or
4 through special on-site services, providing a range of job placement services utilizing the
5 “job bank”;

6 [(5)] **(V)** job seeking and finding information: providing 1-day workshops
7 to assist job seekers in learning how to seek and secure jobs; or

8 [(6)] **(VI)** referral to retraining opportunities: through **LOCAL**
9 **WORKFORCE DEVELOPMENT BOARDS**, liaisons with the private industry
10 [councils/service] **COUNCILS OR SERVICE** delivery areas, and the community college
11 network, providing referrals for dislocated workers for retraining opportunities.

12 **(D) TO THE EXTENT FUNDING IS AVAILABLE, THE DEPARTMENT SHALL**
13 **PROVIDE FUNDING TO THE LOCAL WORKFORCE DEVELOPMENT BOARD IN THE**
14 **AFFECTED COUNTY OR REGION FOR DIRECT DEPLOYMENT TO SERVE WORKERS**
15 **AFFECTED BY A REDUCTION IN OPERATIONS.**

16 [(d)] **(E) (1)** The Department shall distribute the reduction in operations
17 guidelines to all employers in the State every 2 years.

18 **(2)** The distribution shall begin no later than July 1, 1986.

19 [(e)] **(F)** The Department shall monitor layoff and employment patterns and
20 payments of unemployment compensation contributions to identify employers that are
21 likely to experience large losses in employment or a reduction in operations.

22 [(f)] **(G)** If the Department identifies an employer that is likely to experience
23 large losses in employment or a reduction in operations, the Department shall
24 confidentially contact the employer and offer the assistance of the Department in providing
25 alternative employment and retraining opportunities, including coordinating the delivery
26 of available State and federal resources and services.

27 [(g)] **(H)** The Secretary shall adopt regulations to implement the provisions of
28 this subtitle.

29 11-305.

30 (a) **(1)** Except as provided in subsection (c) of this section, an employer shall
31 provide written notice at least 60 days before initiating a reduction in operations to:

32 [(1)] **(I)** all employees at the workplace that are subject to the reduction
33 in operations;

1 ~~[(2)] (II)~~ each exclusive representative or bargaining agency that
2 represents the employees at the workplace that are subject to the reduction in operations;

3 ~~[(3)] (III)~~ individuals who work less than 20 hours on average each week
4 or have worked for the employer for less than 6 months in the immediately preceding 12
5 months at the workplace that is subject to the reduction in operations;

6 ~~[(4)] (IV)~~ the Division's dislocated worker unit; and

7 ~~[(5) (i)] (V)~~ 1. the chief elected official of the political subdivision
8 where the workplace that is subject to the reduction in operations is located; or

9 ~~[(ii)]~~ 2. if the workplace is located in more than one political
10 subdivision, the chief elected official of the political subdivision to which the employer paid
11 the most taxes for the fiscal year immediately preceding the year in which the reduction in
12 operations occurs.

13 **(2) IF THE DIVISION'S DISLOCATED WORKER UNIT RECEIVES NOTICE**
14 **UNDER PARAGRAPH (1)(IV) OF THIS SUBSECTION, THE UNIT SHALL FORWARD THE**
15 **NOTICE TO THE LOCAL WORKFORCE DEVELOPMENT BOARD IN THE POLITICAL**
16 **SUBDIVISION WHERE THE WORKPLACE THAT IS SUBJECT TO THE REDUCTION IS**
17 **LOCATED.**

18 11-601.

19 (a) In this section, "ACTION Program" means the Apprenticeship Career
20 Training in Our Neighborhoods Program established under this section.

21 (b) There is an Apprenticeship Career Training in Our Neighborhoods Program
22 in the Department.

23 (c) The purposes of the ACTION Program are:

24 (1) to develop a well-trained, productive construction workforce which
25 meets the needs of the State's economy;

26 (2) to encourage employers to hire apprentices in the construction industry;
27 and

28 (3) to help employers offset additional costs, if any, associated with hiring
29 apprentices.

30 (d) (1) **(I)** The Department shall administer the ACTION Program **[and]**
31 **IN PARTNERSHIP WITH LOCAL WORKFORCE DEVELOPMENT BOARDS.**

1 **(II) LOCAL WORKFORCE DEVELOPMENT BOARDS SHALL** provide
2 grants [on a competitive basis] to employers that meet the requirements under paragraph
3 (2) of this subsection.

4 (2) An employer is eligible to receive a grant if the employer employs one
5 or more apprentices who:

6 (i) have been employed by the employer for at least 7 months;

7 (ii) are engaged in a building or construction trade;

8 (iii) are enrolled in the first year of an apprenticeship program
9 registered with the Maryland Apprenticeship and Training Council under § 11-405(b) of
10 this title; and

11 (iv) live in a zip code in which the percentage of poverty is at least
12 20% as established by the U.S. Department of Commerce, Bureau of the Census, in the
13 most recently released data.

14 (e) (1) As provided in the State budget, the ACTION Program shall award
15 grants to eligible employers.

16 (2) It is the intent of the General Assembly that, for fiscal year 2017 and
17 each fiscal year thereafter, the State budget include an appropriation of at least \$100,000
18 for the ACTION Program to:

19 (i) provide grants to eligible employers; and

20 (ii) cover administrative costs.

21 11-1403.

22 (a) The purpose of the Program is to provide matching grants to eligible entities
23 to create and expand on successful recruitment and retention strategies that address the
24 range of potential barriers to increasing the number of direct care workers.

25 (b) The goal of the Program is to ensure the availability of trained direct care
26 workers across the State.

27 11-1405.

28 (d) The Division shall encourage each eligible entity receiving a matching grant
29 under the Program, in developing and carrying out a project, to consult with:

30 (1) institutions of higher education;

31 (2) the Maryland Department of Health;

1 (3) [one-stop career centers] LOCAL WORKFORCE DEVELOPMENT
2 BOARDS; and

3 (4) organizations with expertise in the needs of women, racial minorities,
4 immigrants, and the impoverished.

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

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.