

HB 1571**Hospitals - Changes in Status - Hospital Employee Retraining and Placement
Before the House Health Government and Operations Committee
March 12, 2020****Letter of Information**

The University of Maryland Medical System (UMMS) submits this letter of information with regard to HB 1571- Hospitals - Changes in Status - Hospital Employee Retraining and Placement. Recent staff changes were necessitated at the UM Capital Region Health because of a consolidation in specialized administrative functions. Several employees were offered the option to relocate to the location where these functions were centralized.

Before any changes were made UM Capital Region Health implemented a number of assistive measures for the employees including, resume writing and facilitated interviews with other health care organizations in the area. These some of the kinds of efforts consistently offered to employees by UMMS hospitals, if and when there is a worker transition of this nature. Further, all of the UM Capital Region Health employees were also retained on the payroll for 30 days whether they reported to work or not – this enabled them to maintain their employee benefits- and the hospital also paid their healthcare costs for the duration of their severance.

The cost of all of these actions were borne by the hospital, without tapping into any external or alternate fund sources. Some of these employees were union members. The union receives \$30k per month from the hospital for activities like those described above. Yet, no assistance from the unions was offered to these employees during this transition. Rather the employees relied on the efforts of UM Capital Region Health. For these reasons, it is critically important that any union be accountable for any funds provided by a hospital to the union to assist employees including for worker retraining. Without an appropriate use of those funds hospitals would actually pay for the same services three times: directly by the hospital to the employees, by the hospital to the union (in this case to the tune of \$300k per year) and to this central fund in the Department of Labor.

Respectfully submitted,

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