



To: House Economic Matters Committee

From: Ellen Valentino  
On Behalf of the Maryland Mechanical Contractors Association

Date: February 15, 2022

Re: HB 640 Labor and Employment – Healthy Working Families Act – Application  
Oppose

HB 640 ***Labor and Employment – Healthy Working Families Act – Application***, although a short bill, unnecessarily re-opens a big policy debate that was decided when the Maryland General Assembly passed the Maryland Healthy Working Families Act (“MHWFA”), and it became law in 2018.

The policy deliberation: *Should the MHWFA apply to workers who are covered by a bone fide collective bargaining agreement?* In 2017, the determination by this Committee was to exempt these workers from the MHWFA if the provisions of the law were “*clearly and expressly waived in clear and unambiguous terms.*” A provision and policy agreed to at the time of passage by both labor and employers.

The Committee will face the same policy decision as it debates and determines the applicability of any *Paid Family Leave* legislation.

We believe the segmenting out of certain classifications of union workers from terms of a collective bargaining agreement dealing with the MHWFA is not good policy. Additionally, as written the language provides the Maryland Department of Labor authority to make future determinations on the classification of an individual as a “Laborer” something we believe is too open-ended.

Please contact us with any questions or information you may need as you deliberate on this important matter.

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