

Testimony - SB 511.pdf

Uploaded by: Alonzo Washington

Position: FAV



THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Testimony in Support of SB511-Labor and Employment-Apprenticeship Standards-Ratio of Apprenticeships and Journeypersons

Dear Chair Pamlea Beidle, Vice Chair Klausmeyer and Members of the Senate Finance Committee,

Today, I am presenting SB511 – Labor and Employment – Apprenticeship Standards-Ratio of Apprenticeships and Journeypersons to meet the expectations of the Apprenticeship 2030 Commission and rapidly growing industry, the apprenticeship program in Maryland should be altered to a 3:1 ratio of apprentices to journeypersons.

Several states have adopted a ratio of 3:1 for more hazardous occupations such as electrical work or plumbing. This bill seeks to apply that same ratio to non-traditional jobs such as software programmers or environmental care specialists to keep up with the demands for establishing more job positions.

Additionally, this bill also provides an alleviation of the administrative burden that small businesses must deal with in registering apprenticeship programs. With the current 1:1 ratio, small businesses have no incentive to partake in apprenticeships because of the cost and time involved in establishing the program. Larger businesses have the support of unions to handle these administrative duties, whereas smaller businesses who don't have such aide must take this burden on themselves.

Under current law, the 1:1 ratio would require the hiring of three journeypersons to bring on three more apprentices. Increasing the ratio to a 3:1 of apprentices to journeypersons would make it much more worthwhile to hire apprentices. Expanding the ratio would help to put Maryland in a position to meet its future goals of establishing 60,000 registered apprenticeships and having 50% of high school graduates participating in an apprenticeship by 2031¹.

SB511 seeks to remove the barriers that have been preventing the apprenticeship program in Maryland from reaching its highest potential. Therefore, I am proposing SB511, which would help to expand the apprenticeship industry in Maryland and create more job avenues for prospective workers.

For these reasons, I respectfully request a favorable committee report of SB511.

¹ <https://mgaleg.maryland.gov/2023RS/bills/sb/sb0104T.pdf>

MWA Ratio Support.pdf

Uploaded by: Brandon Butler

Position: FAV

MARYLAND WORKFORCE ASSOCIATION

Kirkland Murray, *President*
Brandon Butler, *Executive Director*
www.marylandworkforceassociation.org

MWA Members

Anne Arundel County
Anne Arundel Workforce
Development Corporation
Kirkland Murray, *Executive Director*

Baltimore City
Mayor's Office of Employment
Development
MacKenzie Garvin, *Director*

Baltimore County
Baltimore County Department of
Economic and Workforce
Development
Neishali Schyler, *WIOA Ops.
Manager*

Carroll County
Carroll County Workforce
Development
Heather Lee Powell, *Manager*

Frederick County
Frederick County Workforce
Services
Michelle Day, *Director*

Howard County
Howard County Office of Workforce
Development
Francine Trout, *Director*

Lower Shore
Lower Shore Workforce Alliance
(Somerset, Wicomico, & Worcester,
Counties)
Leslie Porter-Cabell, *Workforce
Director*

Montgomery County WorkSource
Montgomery, Inc. Anthony
Featherstone, *Executive Director*

Prince George's County
Prince George's County Workforce
Development Board Walter
Simmons, *Executive Director*

Southern Maryland
Southern Maryland Job Source
(Calvert, Charles, & St. Mary's
Counties)
Ruthy Davis, *Director*

Susquehanna Region
Susquehanna Workforce Network,
Inc. (Cecil & Harford Counties)
Kimberly Justus, *Executive Director*

Upper Shore
Upper Shore Workforce Investment
Board (Caroline, Dorchester, Kent,
Queen Anne's, & Talbot Counties)
Dan Schneckenburger, *Executive
Director*

Western Maryland
Western Maryland Consortium
(Allegany, Garrett &
Washington Counties)
Deborah Gilbert, *Executive Director*

February 5, 2023

The Honorable Pam Beidle, Chair
Senate Finance Committee
3 East, Miller Office Building
Annapolis, Maryland 21401

Dear Chair Beidle and Members of the Committee:

The Maryland Workforce Association, an association of the thirteen Local Workforce Development Boards in Maryland, would like to express its SUPPORT of Senate Bill 511: Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Maryland has a lofty goal to grow Registered Apprenticeship opportunities by 2030. Maryland's local workforce boards are here to assist by providing connections with Maryland's employers and jobseekers. However, in order to achieve Maryland's goal, systematic change needs to be made to the apprenticeship ratio for non-traditional apprenticeship opportunities. Senate Bill 511, and its companion legislation in the House, balances the need to grow apprenticeship opportunities and protect apprenticeship safety. For those reasons, we believe that this measure gives the public workforce system an important tool to meet the State's apprenticeship goal.

Thank you in advance for your time and consideration of this measure. We, again, respectfully request a favorable report of this bill. If you have any questions about the Association's support of this measure, please contact Brandon Butler, Maryland Workforce Association's Executive Director at mwaexecdirector@gmail.com.

Sincerely,



Kirkland Murray, *President*
Maryland Workforce Association

SB0511_FAV_MTC_Labor & Emp. - Apprenticeship Stand

Uploaded by: Christine Krone

Position: FAV



MARYLAND TECH COUNCIL

TO: The Honorable Pamela Beidle, Chair
Members, Senate Finance Committee
The Honorable Alonzo T. Washington

FROM: Christine K. Krone
Pamela Metz Kasemeyer
J. Steven Wise
Danna L. Kauffman
Andrew G. Vetter

DATE: February 22, 2024

RE: **SUPPORT** – Senate Bill 511 – *Labor and Employment – Apprenticeship Standards – Ratio of Apprentices to Journeypersons*

The Maryland Tech Council (MTC) is a collaborative community, actively engaged in building stronger life science and technology companies by supporting the efforts of our individual members who are saving and improving lives through innovation. We support our member companies who are driving innovation through advocacy, education, workforce development, cost savings programs, and connecting entrepreneurial minds. The valuable resources we provide to our members help them reach their full potential, making Maryland a global leader in the life sciences and technology industries. On behalf of MTC, we submit this letter of **support** for Senate Bill 511.

MTC supports workforce development programs and policies and as such, supports Senate Bill 511, which requires the Secretary of Labor to adopt regulations establishing a ratio of three apprentices to one journeyperson for each nontraditional trade occupation and each newly registered occupation. The bill also expands the list of nontraditional trade occupations eligible for apprenticeships. MTC supports apprenticeship programs because they align training, education, and industry to address talent and skilled workforce shortages. The 3:1 ratio proposed in the bill aims to ensure that there are enough experienced workers available to train and supervise apprentices effectively and safely, while still allowing for the recruitment and development of new talent. Senate Bill 511 will help contribute to Maryland's economy by bridging the skills gap and ensuring a pipeline of skilled workers for high-growth industries critical to the State's economic growth. For these reasons, MTC supports Senate Bill 511.

For more information call:

Christine K. Krone
Pamela Metz Kasemeyer
J. Steven Wise
Danna L. Kauffman
Andrew G. Vetter
410-244-7000

Bi-County Business Roundtable - SB 511 Testimony -

Uploaded by: Darryl Barnes

Position: FAV



February 20, 2024

Chair Beidle and Members of the Committee:

My name is Darryl Barnes and I serve as President & CEO of the Bi-County Business Roundtable. The purpose of this letter is to express our strong support of Senate Bill 511. This crucial piece of legislation seeks to expand the apprenticeship ratio for non-hazardous occupations, a move that we believe will have significant positive impacts on small business growth in Maryland and the empowerment of underserved populations.

The Bi-County Business Roundtable represents a diverse coalition of small businesses across Maryland, many of whom face significant challenges in accessing skilled labor and navigating the complexities of workforce development programs. Senate Bill 511 presents a unique opportunity to address these challenges head-on by streamlining the apprenticeship process and opening doors for small businesses to participate more effectively in registered apprenticeship programs.

One of the key benefits of Senate Bill 511 is its potential to level the playing field for small businesses seeking to access government resources available for employers participating in registered apprenticeships. Currently, the process for participating in apprenticeships is undeniably onerous, resulting in many small businesses being unable to fully leverage the resources and support available to them. By expanding the apprenticeship ratio for non-hazardous occupations, this bill will make it more worthwhile for small businesses to engage in apprenticeship programs and thereby access the vital resources they need to grow and thrive.

Moreover, Senate Bill 511 holds the promise of empowering underserved populations by creating more pathways to meaningful employment and career advancement. Apprenticeship programs offer individuals the opportunity to gain valuable skills and experience while earning a living wage, providing a critical lifeline for those who may face barriers to traditional forms of education and employment. By expanding access to apprenticeship opportunities, particularly in non-hazardous occupations, we can bridge the opportunity gap and ensure that all Marylanders have the chance to succeed in the workforce.

In conclusion, the Bi-County Business Roundtable urges the Committee to support Senate Bill 511 and take decisive action to expand apprenticeship ratios for non-hazardous occupations. This legislation represents a critical step forward in promoting small business growth, empowering underserved populations, and leveling the playing field for all Maryland businesses.

Sincerely,

Darryl Barnes

Darryl Barnes

President & CEO

Bi-County Business Roundtable



SB0511_OCChamber_Thompson_FAV.pdf

Uploaded by: DENNIS RASMUSSEN

Position: FAV



Ocean City, Maryland Chamber of Commerce

410-213-0144 info@oceancity.org
oceancity.org 12320 Ocean Gateway, Ocean City, MD 21842

TESTIMONY OFFERED ON BEHALF OF THE GREATER OCEAN CITY MARYLAND CHAMBER OF COMMERCE

IN SUPPORT OF:

SB0511 – Labor and Employment – Apprenticeship Standards – Ratio of Apprentices to Journeypersons

Before:

Senate Finance Committee

Hearing: 2/22/24 at 1:00 PM

The Greater Ocean City Chamber of Commerce, representing more than 700 regional businesses and job creators, **SUPPORTS Senate Bill 0511 – Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons.**

The Maryland Department of Labor’s current standard of 1 apprentice to 1 journey worker ratio (1:1 ratio) is appropriate to ensure the safety of apprentices in the building trades and those working in unsafe and hazardous occupations. This 1:1 ratio is being held as the standard for administrative, IT, media, bioscience, healthcare, finance, and many other non-traditional occupations that don’t have safety issues as well. Making these employers, and apprenticeship sponsors, apply for waivers (that can take 4 – 8 months) to employ more than one apprenticeship per journey worker in occupations that are safe and growing is limiting the economic success of small businesses, and our local economies. This policy is also limiting these businesses from accessing millions of dollars in apprenticeship funds to develop their staff and labor forces.

We are requesting the Maryland Department of Labor adjust the ratio for non-traditional, and non-hazardous/building trades, occupations to 3 apprentices to 1 journeywork (3:1 ratio) to create a more appropriate and small business-friendly apprenticeship ratio in Maryland.

The Greater Ocean City Chamber respectfully requests a **FAVORABLE COMMITTEE REPORT for SB0511.**

2/21/2024

SB0511

Please feel free to contact the Chamber directly at 410-213-0144, or Dennis F. Rasmussen, dfr@rasmussengrp.net at 410-303-3658 should you have any questions.

Respectfully submitted,

Amy Thompson
Executive Director
amy@oceancity.org

Joe Schanno
Legislative Committee Chair
joe.schanno@gmail.com

Final-Testimony-Senate Bill 0511-House Bill 0650-

Uploaded by: Falecia D. Williams

Position: FAV



**SENATE
FINANCE COMMITTEE
Senator Pamela Beidle, Chair
February 22, 2024**

**HOUSE
ECONOMIC MATTERS COMMITTEE
Delegate CT Wilson, Chair
February 21, 2024**

TESTIMONY

**Submitted by
Dr. Falecia D. Williams, President**

Senate Bill 0511/House Bill 0650- Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Position: Favorable

As the President of Prince George's Community College, I support Senate Bill 0511/House Bill 0650 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons. This legislation tackles critical issues surrounding labor and employment, particularly apprenticeship standards, and aligns seamlessly with our commitment to workforce development and economic prosperity.

At our institution, we prioritize offering top-tier education and training programs tailored to meet the demands of today's ever-evolving job market. However, we recognize the challenges faced by small businesses, especially those unable to afford hiring one apprentice at a time. With over 80% of Maryland businesses and over 90% of Prince George's County businesses having fewer than 49 employees, it is imperative to increase access to registered apprenticeships. This bill's proposal to adjust the ratio from 1:1 to a more feasible 3:1 will enable small businesses to leverage the benefits and funding of apprenticeship programs, fostering growth and opportunity within our communities.

Moreover, addressing the rising youth unemployment and crime rates necessitates proactive measures. By expanding access to apprenticeships and livable wage careers, particularly for youth and young adults, we can effectively combat the root causes of these issues. Many of these individuals possess the potential to excel in non-traditional apprenticeship occupations. Adjusting the ratio to 3:1 will create enhanced opportunities, diverting youth away from crime and violence and towards meaningful economic pathways.

Furthermore, non-traditional occupations present promising avenues for various marginalized populations, including immigrants, high school graduates, English language learners, and returning citizens. Increasing the apprenticeship ratio from 3:1 opens doors to livable wage employment, empowering these communities to overcome barriers and thrive in the workforce.



PRINCE GEORGE'S
COMMUNITY COLLEGE

pgcc.edu

In conclusion, I urge you to support Senate Bill 0511/House Bill 0650 as a critical step towards strengthening our apprenticeship programs and advancing our workforce development efforts.

Sincerely,

Falecia D. Williams, Ed.D.
President
Prince George's Community College

SB 511_MDCC_Labor and Employment - Apprenticeship

Uploaded by: Hannah Allen

Position: FAV

LEGISLATIVE POSITION:

Favorable

Senate Bill 511 – Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Senate Finance Committee

Thursday, February 22, 2024

Dear Chairwoman Beidle and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 6,800 members and federated partners working to develop and promote strong public policy that ensures sustained economic health and growth for Maryland businesses, employees, and families.

SB 511 seeks to expand the apprentice-to-journeyperson ratio in non-hazardous occupations in Maryland. The Chamber is invested in the economic prosperity and workforce development of our state and we believe that this legislation presents a critical opportunity to address current challenges and advance our shared goals for apprenticeship programs.

The Apprenticeship 2030 Commission set ambitious targets for the expansion of registered apprenticeships in Maryland, aiming for 60,000 registered apprenticeships by 2030 and 45% of high school graduates to complete a registered apprenticeship by 2031. However, the current apprenticeship landscape in Maryland falls short of meeting those goals.

Expanding the apprentice-to-journeyperson ratio from 1:1 to 3:1 is a crucial step and advancement in enhancing the accessibility and feasibility for apprenticeships, especially for small businesses. The adjustment enables employers to train multiple apprentices with reduced administrative obligations per apprentice, thereby lessening the administrative burden and rendering participation in registered apprenticeship programs. A higher apprentice-to-journeyperson ratio not only enhances cost-effectiveness but also fosters increased flexibility for employers in workforce planning. By training multiple apprentices simultaneously, businesses can spread training costs across a larger cohort, maximizing returns on their investment in workforce development. This flexibility enables employers to adjust apprenticeship intake according to business needs, ensuring efficient utilization of resources and encouraging greater participation in apprenticeship programs. SB 511 would result in broader participation from a diverse range of employers, enabling tailored programs that address specific skill requirements, industry needs, and workforce demands. This alignment ensures that apprentices receive training that is relevant and valuable, contributing to a skilled workforce equipped to meet the challenges of today's labor market.

Moreover, expanding apprenticeship opportunities is not only beneficial for businesses but also addresses equity concerns and promotes economic mobility. Apprenticeships offer individuals an alternative pathway to traditional 2- or 4-year college degrees, allowing them to earn a living

wage from day one without accruing student loan debt. Apprenticeships also provide valuable skills and qualifications that are in high demand by employers, making them a powerful tool for workforce development, in turn advancing Maryland's economic development goals.

For these reasons, the Maryland Chamber of Commerce respectfully requests a **Favorable Report** on **SB 511**.

MDCHAMBER.ORG

60 West Street, Suite 100, Annapolis 21401 | 410-269-0642



SB 511- Labor and Employment- Apprenticeship Stand

Uploaded by: Jake Whitaker

Position: FAV



Maryland
Hospital Association

Senate Bill 511 – Labor and Employment- Apprenticeship Standards- Ratio of Apprentices to Journeypersons

Position: *Support*
February 22, 2024
Senate Finance Committee

MHA Position

On behalf of the Maryland Hospital Association’s (MHA) member hospitals and health systems, we appreciate the opportunity to comment in support of Senate Bill 511.

Maryland hospitals continue to experience workforce shortages. Registered Nurses (RN)s, Licensed Practical Nurses (LPNs), and nursing assistants make up 59% of the hospital workforce. The latest data show the positions with the highest vacancy rates in Maryland hospitals are:

- Surgical technicians, 17.8%
- Licensed practical nurses (LPN), 16.8%
- Nurse practitioners, 12.3%
- Registered nurses (RN), 12.1%

A 2022 [GlobalData](#) report estimates a statewide shortage of 5,000 full-time registered nurses and 4,000 licensed practical nurses. Without intervention, shortages could double or even triple by 2035. MHA’s [2022 State of Maryland’s Health Care Workforce report](#) outlines a roadmap to ensure Maryland has the health care workforce it needs now and into the future. One recommendation is to remove barriers to education to expand and grow a diverse and talented workforce. States across the country are investing in earn as you learn programs and apprenticeships to help curb the health care workforce shortages.

Many of the hospital positions with the highest vacancies require one or two year degrees or a certification. Maryland’s community colleges have stepped up to help the health care field by creating additional pathways for accessing health care education. For example, Howard County Community College partnered with several hospitals to launch [apprenticeships for licensed practical nurses and surgical technicians](#).¹

Senate Bill 511 is a step in the right direction for supporting the health care field and others as more “non-traditional” occupations adopt the apprenticeship model. This bill increases the ratio of apprentices to journeymen. This will provide more flexibility for occupations with different

¹ Business Monthly. [“HCC Partners with Hospitals on Apprenticeship Programs.”](#) (Dec. 1, 2022).

models of supervision. This flexibility will pave the way for the adoption of more apprenticeships in “non-traditional” occupations including in health care.

For these reasons, we request a favorable report on SB 511.

For more information, please contact:
Jake Whitaker, Director, Government Affairs
Jwhitaker@mhaonline.org

1199SEIU Training and Employment Funds - SB 511 Te

Uploaded by: Joshua Harrold

Position: FAV



1199SEIU TRAINING AND EMPLOYMENT FUNDS • MD/DC

611 North Eutaw Street • Baltimore, MD 21201 • Tel (410) 752 - 4068 • Fax (410) 752-4159 • 1199SEIUBenefits.org

February 5, 2024

Delegate Adrian Boafo
225 Lowe House Office Building
6 Bladen Street
Annapolis, MD 21401

RE: House Bill 650/Senate Bill 511 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Delegate Boafo,

I am writing to express my support of House Bill 650/Senate Bill 511. Mentors are an important part of Registered Apprenticeship Programs. These mentors support apprentices with on-the-job education through effective communication and guidance. Due to the certifications and job knowledge that the mentor poses they are uniquely qualified to provide opportunities for the apprentices to develop much needed knowledge and skills. Finding the right seasoned worker to serve as a mentor to the apprentice is of great importance. This can be difficult, asking your staff to continue their normal day-to-day assignments, while also serving as a mentor to newly onboarded team members. The 1199SEIU Training and Employment Fund has found it very beneficial to enroll prospective mentors in workshops that prepare them to be most effective in this new role.

Current standards require a one-to-one mentor to apprentice ratio. Meaning that for every apprentice you wish to engage you must have a seasoned worker who can work closely with that apprentice. This ratio limits the number of apprentices that a company can sponsor. We understand the Covid-19 global pandemic had lasting effects on the American workforce and Registered Apprenticeship were among workforce programs impacted. A study conducted by the Urban Institute and Mathematica, How the COVID-19 Pandemic Affected State Apprenticeship Systems, pointed out that one of those effects was experienced regarding the mentorship aspect of Registered Apprenticeships. ¹"In discussions for this study, two states described challenges with meeting the required mentorship apprentice ratio for OJL, which occurs concurrently with or after the apprentice completes their related technical instruction."

We believe, when there is no evidence of added safety risks to the employees, that increasing the mentor to apprentice ratio from 1:1 to 1:3 is a favorable change. Making this change will

¹ <https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/How-the-COVID-19-pandemic-affected-state-apprenticeship-systems-final-v2-508.pdf>



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increase the employment opportunities for these Marylanders in need of training opportunities leading to higher paying employment and assist Maryland to meet its Apprenticeship 2030 goals, further increasing the utilization of the Registered Apprenticeship model by employers to address their workforce shortages.

I am happy to lend my support to House Bill 650/Senate Bill 511, changing the mentor to apprentice ratio from 1:1 to 1:3. Please let me know if you have any questions regarding my support of this legislation.

Best regards,

A handwritten signature in black ink that reads "Joshua Harrold". The signature is written in a cursive, flowing style.

Joshua Harrold, MBA

Regional Director

TEF Regional Funds | Maryland/DC Region

1199SEIU Training and Employment Funds

611 N Eutaw Street | Baltimore, MD 21201

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joshua.harrold@1199Funds.org

1199seiubenefits.org/TEF

Jordan Peer Recovery - Senate Bill 511 Testimony -

Uploaded by: Stephanie Strianse

Position: FAV



DR MASICA JORDAN LLC
JORDAN PEER RECOVERY
12138 Central Ave Suite 878
Mitchellville, MD 20721

Madam Chair, Members of the Committee,

I am honored to represent Jordan Peer Recovery today in support of Senate Bill 511, which proposes to increase the apprentice-to-journeyworker ratio. Jordan Peer Recovery is an organization deeply committed to training peer recovery specialists to support individuals recovering from serious mental health issues, substance use disorders, or co-occurring behavioral health concerns across Maryland.

Senate Bill 511 presents a critical opportunity for our organization and for the individuals we serve. The proposed increase in the apprentice-to-journeyworker ratio would significantly benefit Jordan Peer Recovery, allowing us to expand our capacity to train more peer recovery specialists. This expansion is urgently needed to address the growing demand for qualified professionals in the field of peer recovery support.

It's important to emphasize that a 3:1 ratio, as proposed in this bill, would not compromise the quality of education provided by Jordan Peer Recovery. On the contrary, it would enhance our ability to deliver comprehensive and effective training to aspiring peer recovery specialists. By allowing for more apprentices to work alongside experienced journeyworkers, we can provide a richer learning experience that encompasses both theoretical knowledge and practical skills.

The need for peer recovery specialists in Maryland is greater than ever before. The state is facing a significant rise in individuals grappling with mental health issues, substance use disorders, and co-occurring behavioral health concerns. Peer recovery specialists play a vital role in supporting these individuals on their journey to recovery, offering empathy, understanding, and invaluable lived experience.

Expanding the apprentice-to-journeyworker ratio would enable Jordan Peer Recovery to train a larger number of competent and compassionate peer recovery specialists. These individuals will go on to serve their communities, offering hope and assistance to those in need of support. By investing in the training of peer recovery specialists, we are investing in the well-being of all Marylanders affected by mental health and substance use challenges.

In conclusion, I urge the committee to support Senate Bill 511 and recognize the importance of increasing the apprentice-to-journeyworker ratio. By doing so, we can empower organizations like Jordan Peer Recovery to meet the growing demand for peer recovery support services and ensure that all Marylanders have access to the care and assistance they need on their path to recovery.

Thank you for considering our testimony and for your commitment to improving the lives of individuals and families across Maryland.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Masica Jordan Alston".

Dr. Masica Jordan Alston, CEO

SB 511_AFSCME3_UNF.pdf

Uploaded by: Denise Gilmore

Position: UNF



190 W. Ostend St., #101
Baltimore, MD 21230
Phone: 410-547-1515
Email: info@afscmemd.org

Patrick Moran – President

**SB 511 - Labor and Employment - Apprenticeship Standards –
Ratio of Apprentices to Journeypersons
Finance Committee
February 22, 2024**

UNFAVORABLE

AFSCME Council 3 opposes SB 511. This legislation increases the journeyperson to apprentice ratio up to 1:3 for “nontraditional” occupations and new apprenticeship programs developed. One of the key components to apprenticeships, and a part of what makes them so effective in producing long-term employee retention is the one-on-one training that apprentices receive while they are completing their program. SB 511 waters this down by trying to do apprenticeship programs on the cheap, rather than staffing them correctly with the proper amount of one journeyperson assigned to each apprentice.

We support the development of apprenticeships, and we feel strongly that we should value *quality over quantity* as we strive forward towards our very ambitious goal of 60,000 registered apprentices. We shouldn’t cut corners, qualifications, or ratios to establish apprenticeship programs in our state and local governments.

For these reasons, we respectfully request that the committee provide an unfavorable report on SB 511.

SB 511 - Labor and Employment - Apprenticeship Sta

Uploaded by: Donna Edwards

Position: UNF



MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

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President

Donna S. Edwards

Secretary-Treasurer

Gerald W. Jackson

**SB 511 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to
Journeypersons
Senate Finance Committee
February 22, 2024**

OPPOSE

**Donna S. Edwards
President**

Maryland State and DC AFL-CIO

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in opposition to SB 511. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

SB 511 raises the ratio of apprentices to journeymen to 3 to 1 in "nontraditional" trade occupations and each newly registered occupation moving forward. The bill further invents nontraditional trade occupation as one of 28 specified occupations listed in the bill, some of which already have existing apprenticeship programs throughout the country. SB 511 effectively strikes the current Maryland Apprenticeship Training Council evaluation process to review, consider, and potentially approve applications seeking ratios other than one to one.

The bill includes language in (B)(2) that exempts the 3 to 1 ratio from future occupations where the ratio may pose "a risk to the safety of workers in the workplace." This language is a recognition that excess apprentices will not be able to be properly supervised in safety sensitive positions. Despite that recognition in the bill, the proposed list of occupations defined as nontraditional includes several dangerous jobs that may be made even more dangerous by the new ratio.

Workers at wastewater treatment plants face danger every day. There were five deaths in 2020. In 2019, Trina Cunningham died after she fell through a walkway. The Maryland Occupational Safety & Health Administration issued a report finding that, "Employees were exposed to inhalation, fire, and explosion hazards from toxic atmospheric gases such as hydrogen sulfide, methane and carbon monoxide ... the ventilation system was inoperable, electrical equipment was damaged ... gas sensors were broken."¹

¹ Barry Simms, "State report details serious safety issues at facility where DPW employee died." WBAL-TV. November 2019.

The bill also proposes additive manufacturing technicians as explicitly nontraditional occupations. Industrial additive manufacturing can use flammable and combustible liquids and are at increased risk for inhalation of fine powders.² One report argued that, “[Additive Manufacturing] also presents unique potential occupational health and safety challenges due to the variety of processes, the increasing use of novel materials and processes, and characteristics particular to places and purposes for which it is used.”³

Even automobile mechanics, which are not a “nontraditional” occupation considering there are apprenticeship programs for them already operating in Maryland, will be at risk of dealing with high voltage automobile batteries in the future. The Scientific American reported that, “Battery repair is dangerous and shouldn’t be attempted at home or by novices, experts say. If battery cells are damaged during a repair attempt, it can cause a short circuit that leads to a fire or explosion. If the person attempting the repair isn’t wearing the proper high-voltage gloves, they could be electrocuted. ‘You’d be playing with fire’ if you didn’t know what you were doing, said John Mathna... noting that some e-bike batteries contain enough current to kill someone. At a bare minimum, battery repair requires high-voltage training, electrical experience, personal protective equipment, and ‘a baseline understanding of the architectures and how the battery works.’”⁴

The bill’s recognition of decreased safety with increased apprentices under the supervision of a single journeyman and the need for exemptions to the proposed 3 to 1 ratio rings hollow when it fails to extend the same protections to the proposed nontraditional occupations that are already dangerous.

COMAR 09.12.43.05 (H) reads, “(1) Each program shall have a minimum ratio of one journeyman regularly employed for one apprentice consistent with proper supervision, training, and continuity of employment and applicable provisions in collective bargaining agreements. (2) Deviation from the minimum ratio, including the bargaining agreements, is not permitted unless first submitted to the Council in writing for its approval.” SB 511 removes the valuable oversight of the Maryland Apprenticeship and Training Council over programs to determine whether higher ratios really benefit the apprentices and the state’s interest.

Proposals to water down apprenticeship ratios are not new. The Maryland State and DC AFL-CIO participated in the Apprenticeship 2030 Commission along with representatives of AFT-MD, AFSCME MD, and the Baltimore DC Building Trades. One commission working group suggested changing apprenticeship ratios to 1 apprentice to 20 journeymen. These proposals are dangerous and threaten changing apprenticeship programs from high quality on the job training to low-wage workforce training options with limited opportunities to learn from experienced journeymen.

We urge an unfavorable report on SB 511.

² NIOSH, “Additive Manufacturing/3D Printing.” August 2019.

³ Roth, Gary A et al. “Potential occupational hazards of additive manufacturing.” *Journal of occupational and environmental hygiene* vol. 16,5 (2019): 321-328. doi:10.1080/15459624.2019.1591627

⁴ Maddie Stone, “EV Batteries Are Dangerous to Repair. Here’s Why Mechanics Are Doing So Anyway.” *Scientific American*. December 25, 2023.

SB511_LOO_Labor and Employment - Apprenticeship St

Uploaded by: Kevin O'Keeffe

Position: UNF



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February 22, 2024

To: Members of Senate Finance Committee

From: Independent Electrical Contractors (IEC) Chesapeake

Re: Oppose House Senate Bill (SB) 511 – Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Independent Electrical Contractors (IEC) Chesapeake represents more than 200 electrical and low voltage businesses who employ approximately 15,000 workers in the mid-Atlantic region. In addition, IEC Chesapeake has more than 1,000 electrical apprentices.

IEC Chesapeake opposes SB 511 which establishes 28 new apprentice occupations which would have a ratio of 3 apprentices to one journeyperson. The policy of establishing occupations with apprentices and a corresponding ratio of 3 apprentices to one journeyperson should be left to the Maryland Apprenticeship and Training Council (MATC). MATC is a twelve member body with 5 members representing employee organizations and 5 members representing employers. In addition, two members of MATC are chosen from the general public. MATC formulates apprenticeship policies and determines which skilled trades should have apprentices. MATC also adopts standards that safeguard the welfare of all apprentices. Determining which professions should have apprentices should remain with MATC and not be determined by the Maryland General Assembly. MATC has the experience and expertise to best establish apprenticeship policy in Maryland.

Thank you for your consideration. If you have any questions, please contact Grant Shmelzer, Executive Director of IEC Chesapeake, at 1-301-621-9545, extension 114 or at gshmelzer@iec-chesapeake.com or Kevin O'Keeffe at 410-382-7844 or at kevin@kokeeffelaw.com.

About Us

Independent Electrical Contractors (IEC) Chesapeake represents members throughout Delaware, Maryland, Virginia, West Virginia, and Washington, D.C. Our headquarters are located in Laurel, Maryland. IEC Chesapeake has an extensive apprenticeship program for training electricians. In addition, IEC Chesapeake promotes green economic growth by providing education and working with contractor members, industry partners, government policy makers and inspectors to increase the use of renewable energy.



SB511 Opposed.pdf

Uploaded by: Rico Albacarys

Position: UNF

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - LOCAL UNION No. 24

AFFILIATED WITH:
Baltimore-D.C. Metro Building Trades Council - AFL-CIO
Baltimore Port Council
Baltimore Metro Council - AFL-CIO
Central MD Labor Council - AFL-CIO
Del-Mar-Va Labor Council - AFL-CIO
Maryland State - D.C. - AFL-CIO
National Safety Council



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Written Testimony of

Rico Albacarys, Assistant Business Agent, IBEW LOCAL 24

Before the Senate Finance Committee On

SB 511 Labor and Employment – Apprenticeship Standards – Ratio of Apprentices
to Journeypersons

Opposed

February 21, 2024

Madam Chair Beidle and Committee Members,

My name is Rico Albacarys and I am a member and employee of IBEW Local 24, writing to express my **opposition** to **SB 511**. Increasing the apprentice to journeyman ratio will compromise safety and training quality. One journeyman supervising three apprentices would strain guidance and oversight, risking accidents and errors.

The term "nontraditional" lacks specificity, potentially undermining apprenticeship integrity. A tailored approach considering each program's unique needs is essential, rather than a one-size-fits-all policy. The Maryland Apprenticeship and Training Council (MATC) already allows ratio adjustments based on program needs, ensuring flexibility without compromising safety or quality. Implementing a blanket change, as proposed, would disregard MATC's careful considerations, risking apprentice welfare and Maryland's interests.

For these reasons I urge you to give **SB 511** an **unfavorable** report and instead support upholding apprenticeship standards, safety, and quality training. Maryland's skilled workforce depends on it.

Sincerely,

Rico Albacarys
Assistant Business Agent IBEW Local 24

SB 511 Apprenticeship Ratio 2024.pdf

Uploaded by: Tom Clark

Position: UNF



International Brotherhood of Electrical Workers
JOSEPH F. DABBS: Business Manager • THOMAS C. MYERS: President • RICHARD D. WILKINSON: Vice President
CHRISTOPHER M. CASH: Financial Secretary • RICHARD G. MURPHY: Recording Secretary • PAULO C. HENRIQUES: Treasurer



TESTIMONY IN OPPOSITION TO SB 511
LABOR & EMPLOYMENT-APPRENTICESHIP STANDARDS-RATIO OF
APPRENTICES TO JOURNEYPERSONS
February 22, 2024

TO: Chair Beidle, Vice Chair Klausmeier and members of the Senate Finance Committee
FROM: Tom Clark, Political Director, International Brotherhood of Electrical Workers Local 26

Madam Chair, Madam Vice Chair, members of the Senate Finance Committee. I cannot see the purpose of this bill, other than to lower wages of entry level personnel, by inserting the title, “apprenticeship” in their trade. Please join me in complete **opposition to SB 511.**

I am skeptical of any bill that uses the word apprenticeship and does not speak on classroom hours or job placement. Once again, my belief is that SB 511 seeks low wages for individuals, without proper training or career opportunities. The Department of labor defines apprenticeship as:

Apprenticeships combine paid on-the-job training with classroom instruction to prepare workers for highly skilled careers. Workers benefit from apprenticeships by receiving a skills-based education that prepares them for good-paying jobs.

Not only does SB 511 exclude classroom instruction, but it also refers to nontraditional trade occupations, which could be considered not “highly skilled”. I would also take exception to the list of non-traditional trade occupations. **(3) Building Automation Technician** is work performed by electricians. **(4) Cabinetmaker** is a carpenter. **(26) Wastewater Treatment Technician and (27) Water Pumping Technician** are Plumbers. I would also find it hard to believe you would not have on-the-job training accompanied by classroom instruction for: **(6) Computer Programmer (8) Cybersecurity Specialist** or **(14) Financial Specialist**. As I stated before, this piece of legislation seeks to lower the wages of individuals and exploit them by calling this program an apprenticeship.

Even the ratio of apprentice to journeyman reeks of worker exploitation. In the “traditional” or “highly skilled” trades, the ratio is: Maryland 1 journeyman to 1 apprentice. In the District and Virginia, it is 3 journeymen to 2 apprentices. And although in these traditional trades, safety is a factor, the idea of SB 511 asking for 3 apprentices to one journeyman is ridiculous and can only benefit the employer.

In conclusion, SB 511 is not a wolf in sheep’s clothing, it’s a wolf in its own clothing, and not fooling anyone. This is working exploitation and does not train anyone for the future. If the



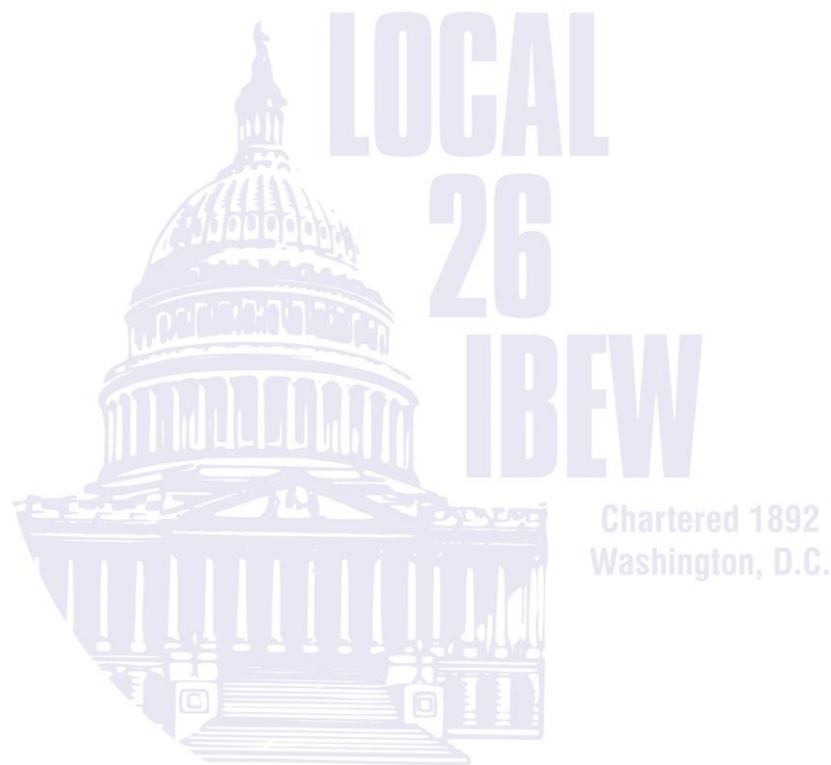


International Brotherhood of Electrical Workers

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author of this Bill and the business community would like to lower wages of Maryland citizens, do so, but do not try to use the word apprenticeship to mask your goal. I cannot stress this enough, if you do not include classroom hours, along with on-the-job training, it is **not** an apprenticeship. If you do not have job placement (not specific to a company, but to the occupation) it is **not** an apprenticeship. The terms of **SB 511** are **not** an apprenticeship, so I ask you to protect the working people of Maryland and protect the Registered apprenticeship programs in our state. Most importantly vote **unfavorably on SB 511**. Thank you!



SB 511_MDL_LetterofConcern

Uploaded by: Secretary Portia Wu

Position: INFO

Senate Bill 511

Date: February 22, 2024
Committee: Senate Finance Committee
Bill Title: Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons
Re: **Letter of Concern**

The Maryland Department of Labor (MDL) recognizes that Registered Apprenticeship (RA) is one of the most effective strategies to connect Marylanders with good paying, family sustaining careers, while also increasing Maryland's economic competitiveness. The Administration is committed to building a growing and thriving economy that lifts up every Maryland family and business, including small businesses and Minority Business Enterprises, and growing RA is central to this mission.

The Department supports the aim of this legislation, which is to modernize RA and to ensure that employers can bring on more apprentices. Significant expansion of RA, including to new and non-traditional fields, is needed. This is key, not only to meet the Blueprint's goals, but also to address the reality of an aging and shrinking labor force, and to ensure greater equity and diversity in Maryland's workforce. **While we share these goals, MDL has several concerns with the bill as drafted.** MDL supports potential expansion to RA ratios, but maintaining safety and quality in programs is paramount. **MDL is wholly committed to working with stakeholders including businesses, labor, the General Assembly, and the Maryland Apprenticeship and Training Council, to expand ratios where safety and quality will not be jeopardized.** We can and should explore opportunities to expand apprentice to journey worker RA ratios ("ratios") in *non-hazardous* occupations as a growth strategy.

There are a few key points we wish to share with the Committee.

Use of Expanded Ratios

SB 511 would impose a statutorily required 3:1 ratio for certain "*non-traditional*" occupations and *any* new programs thereafter. Although the Secretary would have authority to change that ratio, it would set the default at 3:1. Through consultation with the National Association of State and Territorial Apprenticeship Directors (NASTAD), MDL has not identified any state in the nation that has approved a 3:1 ratio, although several have approved an expanded ratio of 2:1 in certain instances. These states/territories include California, New Mexico, New York, North Carolina, Washington, D.C., Ohio, Puerto Rico and Wisconsin. Additionally, Alabama and Washington have published guidance (similar to Maryland's, detailed below) to explore expanded ratios in *non-hazardous* occupations. However, even in states that allow expanded ratios, they are not imposed across the board, but rather are approved by the appropriate "Registration Agency," which in Maryland is the Maryland Apprenticeship and Training Council (MATC). The MATC's existing ratio guidance allows programs to utilize expanded ratios in nonhazardous occupations if the sponsor can demonstrate quality training, performance, and satisfactory

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completion rates. MATC has approved some sponsors for a 2:1 ratio (Multiverse US, INC. for Data Analyst, Software Engineer, Digital Marketer, and Business Analyst in November 2023).

MDL is committed to working alongside MATC and other stakeholders to consider new approaches. The Department believes that a streamlined and reformed consultative regulatory/guidance process would better support the outcomes this legislation seeks to achieve..

Regulatory Considerations

Maryland is required to comply with federal regulations in order to be eligible for federal apprenticeship funding. Existing federal regulations (9 CFR 29.13 (9) and 29 CFR 29.5 (7)) require a State Apprenticeship Agency to submit operational changes to the United States Department of Labor (USDOL) *prior to* enacting changes like those proposed in SB511. The CFR also positions MATC, as the “Registration Agency” in Maryland, as the entity officially charged with determining expanded ratios. MDL is concerned that the legislation would override the MATC’s authority to approve expanded ratios; instead, establishing a statutory mandate for the 3:1 ratio for 28 listed occupations and any new programs presented to MATC moving forward. Additionally, in December 2023, USDOL announced a proposal to change federal regulatory guidance on RA via a [Notice of Proposed Rulemaking \(NPRM\)](#), open for public comments until March 18, 2024. **As it relates to ratios, MDL currently conforms with the NPRM proposal, which affirms the use of expanded ratios, but this underscores the need for ratios to be carefully determined to ensure safe circumstances with proper review.**

Collective Bargaining Considerations

There are a number of operational and legal concerns to address in a shift of this kind, including the need to determine how language might impact collective bargaining agreements. For example, as drafted it could potentially override existing contracts.

Apprenticeship 2030 Commission

The [Apprenticeship 2030 Commission](#), which was established by legislation last year, intends to launch a workgroup to simplify sponsorship registration processes, including an examination of ratio expansion. That Commission is engaging key stakeholders, including industry and organized labor, with a goal of significantly expanding apprenticeship.

Conclusion

MDL is committed to working alongside the General Assembly’s Apprenticeship 2030 Commission, MATC, USDOL, Local Workforce Boards, and other key stakeholders to swiftly and thoughtfully reexamine the approach to approving Registered Apprenticeship ratios for nonhazardous occupations. The Department supports the goal of the Moore-Miller Administration and the General Assembly to dramatically increase RA in the state in conjunction with the vision of the *Blueprint for Maryland’s Future*.