

**Written Testimony to the Maryland House Appropriations Committee
HB 520 - State Personnel – Job Sharing Arrangements and Tri-Position Identification
(Maryland Workforce Retention, Recruitment, and Reentry Act)
February 4, 2025**

SUPPORT

Chair Barnes and Members of the Committee, on behalf of the AFT Maryland, a federation that represents four state employee unions: AFT-Healthcare, MCEA, MPEC, and the Maryland School for the Deaf, we ask for a favorable report on HB 520. This legislation represents an innovative and necessary step toward modernizing Maryland's workforce policies to improve recruitment, retention, and work-life balance for state employees.

Maryland, like many other states, faces workforce challenges, including difficulties in filling vacant positions, ensuring continuity of public services, and providing flexible work arrangements that accommodate the diverse needs of today's workforce. This bill addresses these challenges through the implementation of the Tri-Position Identification Number (Tri-PIN) system, which allows state agencies to consider job-sharing arrangements when filling vacancies.

By requiring agencies to review vacancies for their suitability for a job-sharing arrangement, this bill allows the state to take a proactive approach to workforce flexibility. The ability to designate a vacant position as eligible for job sharing or maintain it as a full-time role gives agencies the flexibility needed to attract a broader pool of qualified candidates, including individuals who require part-time work due to personal circumstances.

This balanced approach will help Maryland retain experienced professionals who might otherwise leave public service, while also expanding opportunities for individuals seeking part-time employment.

Furthermore, this initiative aligns with the state's commitment to equitable hiring practices and the development of a resilient workforce. By offering job-sharing opportunities, Maryland can better accommodate workers from diverse backgrounds, including parents, older workers, and those re-entering the workforce after a career break. For these reasons, AFT Maryland urges the committee to issue a favorable report on this legislation. Thank you for your time and consideration.

