



**MARYLAND STATE & DC  
AFL-CIO**

Donna S. Edwards  
*President*

Gerald W. Jackson  
*Secretary-Treasurer*

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**SB 325 - Income Tax - Credit for Employers of Eligible Apprentices - Alterations  
Senate Budget and Taxation Committee  
January 22, 2025**

**OPPOSE**

**Donna S. Edwards  
President  
Maryland State and DC AFL-CIO**

Chairman and members of the Committee, thank you for the opportunity to submit testimony in opposition to SB 325. 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 325 sets a dangerous precedent of lowering the expectation of increased wages as an apprentice moves through a registered apprenticeship program and the case of skilled trades with all classifications under prevailing wage laws.

A tax credit has been available if the apprentice is receiving 50% or more of the prevailing wage. It is widely recognized even within the trades that generally first year apprentices are paid at about 45% of prevailing wages. However, as in all apprenticeship programs, as they develop their skills, it is expected that their pay reflects that development and by the second year, they are being paid 50% of a prevailing wage.

As the state moves to exponentially expand apprenticeships, we cannot support a bill that removes the prevailing wage requirement. For these reasons, we urge you to vote this SB 325 unfavorably.