

SB688-Public Works Contracts Apprenticeship Requir

Uploaded by: Angela R Jones

Position: FAV

JOANNE C. BENSON
Legislative District 24
Prince George's County

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Budget and Taxation Committee

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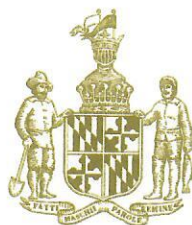
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THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Testimony

Joanne C. Benson

**SB688- Public Works Contracts Apprenticeship Requirements
(Maryland Workforce Apprenticeship Utilization Act)**

Good afternoon, Chair Pamela Beidle, Vice Chair Antonio Hayes, and esteemed members of the Finance Committee.

I am here today to express my unwavering support for SB688, the Maryland Workforce Apprenticeship Utilization Act.

This bill is a crucial step towards enhancing the quality and availability of apprenticeship opportunities in our state, particularly within public works contracts.

Apprenticeships are a proven pathway to skilled employment, providing hands-on training and education that prepare individuals for successful careers. By requiring contractors and subcontractors to employ a certain number of qualified apprentices or journey workers, SB688 ensures that more Maryland residents will have access to these valuable opportunities. This not only benefits the individuals involved but also strengthens our workforce and economy.

The bill's provisions to extend apprenticeship requirements to the University System of Maryland and Baltimore City Community College are particularly commendable. These institutions play a vital role in our state's education and workforce development efforts, and their inclusion in the apprenticeship requirements will help ensure that students receive the practical experience they need to succeed in their chosen fields.

Furthermore, the repeal of provisions allowing payments to apprenticeship programs in place of employing apprentices is a positive step. This change will ensure that apprentices receive the on-the-job training they need rather than simply benefiting from financial contributions to programs. It emphasizes the importance of real-world experience in the development of skilled workers.

In addition to the immediate benefits for apprentices, SB688 has the potential to create long-term positive outcomes for our state. By investing in the future of our workforce, we are not only helping individuals achieve their full potential but also ensuring that Maryland remains competitive in an increasingly global economy. This investment in our workforce will lead to a more prosperous and equitable society for all.

I urge the committee to support SB688 and help create a brighter future for Maryland's workforce. Thank you for your consideration.

SB 688 testimony.pdf

Uploaded by: Chris Anderson

Position: FAV



PLUMBERS AND STEAMFITTERS

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Finance Committee

To: Senator Pam Beidle, Chair; Senator Antonio Hayes, Vice Chair; and Members of the Committee

From: Christopher Anderson, Business Agent, Plumbers and Steamfitter Local 486

Support SB 688 - Public Works Contracts – Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act)

On behalf of Plumbers and Steamfitters Local 486, I am writing to express our strong support for Senate Bill 688, the "Maryland Workforce Apprenticeship Utilization Act." This important legislation will significantly enhance the workforce development opportunities for apprentices in our state while ensuring that public works projects provide the necessary training and experience to build a skilled and sustainable labor force for the future.

As a union representing skilled tradespeople, we believe that the inclusion of apprenticeship requirements in public works contracts is crucial to maintaining the high standards of craftsmanship and safety that our communities expect. SB 688 will ensure that a sufficient number of apprentices and journey workers are employed on public projects, directly contributing to the success and quality of these projects.

Moreover, by broadening the scope of projects subject to apprenticeship utilization and eliminating the option for contractors to make payments in lieu of employing apprentices, this bill ensures that our young workers gain the hands-on experience necessary to advance in their trades. It will also provide better opportunities for all Maryland residents, regardless of background, to join apprenticeship programs and contribute to the growth of our state's economy.

Plumbers and Steamfitters Local 486 strongly believes that SB 688 is a vital step toward strengthening Maryland's workforce and ensuring the long-term success of the construction industry. We urge you to support this critical legislation and thank you for your consideration.

Sincerely,

Christopher Anderson

SB 688 - Public Works Contracts - Apprenticeship R

Uploaded by: Donna Edwards

Position: FAV



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 688 - Public Works Contracts - Apprenticeship Requirements
(Maryland Workforce Apprenticeship Utilization Act)
Senate Finance Committee
March 5, 2025**

SUPPORT

**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 support of SB 688. 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 688 establishes a minimum threshold on public works construction projects, requiring that at least 20% of labor hours be completed by registered apprentices. This legislation invests in our state's workforce development, while reinforcing the importance of apprenticeship opportunities and participation.

Apprenticeship utilization policies are not new. States such as Washington, Nevada, and Utah have implemented similar policies to mandate apprenticeship utilization, as they have recognized that apprentices play a crucial role in building out infrastructure through these projects.

As our state looks to commit itself to significantly expanding apprenticeships, SB 688 takes necessary steps to ensure that our own public works projects support that growth.

For these reasons, we urge a favorable vote on SB 688.

SUPPORT SB 688 - Public Works Contracts - Apprenti

Uploaded by: Jason Ascher

Position: FAV



Finance Committee

To: Senator Pam Beidle, Char; Senator Antonio Hayes, Vice Chair; and Members of the Committee
From: Jason Ascher, Political Director – Mid-Atlantic Pipe Trades Association

SUPPORT SB 688 - Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act)

On behalf of the Mid-Atlantic Pipe Trades Association and our five United Association of Plumbers and Steamfitters Locals, which represent over 10,000 Plumbers, Steamfitters, Welders, HVAC Techs, and Sprinkler Fitters across Maryland, I ask you to **SUPPORT SB 688**.

In the construction industry, apprenticeship is the best way to train a new worker. Apprentices are required to work 1-on-1 with a journeyperson in their craft each workday, in addition to classroom training, much of which is hands-on. The best way to grow the number of registered apprentices in Maryland is by increasing their use. Requiring registered apprentices to be on every public works job ensures that, along with knowing you are getting a well-trained worker, you know the worker is local because a Maryland registered apprenticeship program will have Maryland residents in the program.

SB 688 requires that a certain percentage of the workforce on a public works job be from an apprenticeship program registered with the Maryland Department of Labor. It also sets thresholds, so it does not overburden a small contractor.

For the above reasons, we ask that you give **SB 688**.

Sincerely

Jason Ascher
Political Director
Mid-Atlantic Pipe Trades Association

MID-ATLANTIC PIPE TRADES ASSOCIATION



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Plumbers and Gasfitter Local 5 – Camp Springs, MD
Plumbers and Steamfitters Local 10 – Richmond, VA/Roanoke, VA
Plumbers and Pipefitters Local 110 – Norfolk, VA
Road Sprinkler Fitters Local 669 – Columbia, MD

Plumbers and Steamfitters Local 486 – Baltimore, MD
Plumbers and Steamfitters Local 489 – Cumberland, MD
Steamfitters Local 602 – Capitol Heights, MD

SB 688 Ray Baker Baltimore DC Building Trades (FAV

Uploaded by: Ray Baker

Position: FAV

March 5, 2025

The Honorable Pamela Beidle, Chair
The Honorable Antonio Hayes, Vice Chair
Senate Finance Committee
3 East Miller Senate Office Building
Annapolis, Maryland 21401

**Testimony of Ray Baker, Maryland Director, Baltimore DC Metro Building Trades Council on
SB 688: Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship
Utilization Act)
Position: FAVORABLE**

Thank you Chair Beidle, Vice Chair Hayes, and Members of the Senate Finance Committee for the opportunity to offer testimony on SB 688. My name is Ray Baker. I am the Maryland Director of the Baltimore-DC Building Trades (BDCBT). The BDCBT's 28 affiliates represent more than 30,000 union construction workers across Maryland, Virginia, and the District of Columbia.

The BDCBT supports SB 688, which establishes a minimum threshold on public works construction projects for hours worked by registered apprentices. The bill calls for a minimum threshold of 20 percent, which can be adjusted by the Maryland Secretary of Labor.

The Building Trades unions have been operating high-quality apprenticeship programs for more than a century. Our programs provide workers with the training they need for well-paying construction careers with family-supporting wages and benefits.

Apprenticeship utilization policies are important because they spur demand for apprentice labor, which in turn helps ensure a pipeline of skilled and experienced workers for future projects. A number of states already have apprentice utilization requirements for their public works projects. For instance, Washington State requires at least 15 percent of labor hours to be completed by apprentices on public works projects with an estimated cost of \$1 million or more. Nevada's requirements specify that public works projects must employ at least one apprentice for a minimum percentage of total labor hours for each type of work performed on the project.

Maryland can help support the growth of apprenticeship programs by ensuring that its own public works programs are investing in registered apprenticeship opportunities.

The BDCBT urges a favorable report on SB 668.

Ray Baker
Maryland Director, BDCBT
RBaker@BDCBT.org
410.585.7862

SB0688_Written Testimony_Rochelle Ramsey-Walker.pdf

Uploaded by: Rochelle Ramsey-Walker

Position: FAV

Apprenticeship Testimony

Good Afternoon.

Thank you Senator Benson for allowing me the opportunity to submit written testimony in support of SB0688, the Apprenticeship Utilization Act. My name is Rochelle Ramsey-Walker, and as an apprentice enrolled in the Commercial Painting Program at the International Union of Painters and Allied Trades, I believe that this legislation holds the key to shaping a brighter future for apprentices like myself and the entire construction workforce in Maryland.

This legislation emphasizes diversity and inclusion within the construction industry, providing opportunities for individuals like myself who may have faced barriers in the past. It creates a more accessible pathway not just for women, but for minorities, and individuals from different backgrounds to enter and thrive in the construction trades.

Job security is of the utmost importance, especially now. This Act focuses on apprenticeship utilization not only securing our present opportunities but also ensuring a thriving workforce for years to come. By investing in apprenticeships, we contribute to the long-term success and sustainability of the construction industry in Maryland.

My experience as an apprentice has been marked not only by skill development but also personal growth. This Act reinforces the importance of our roles, encouraging a sense of commitment and professionalism that extends beyond our apprenticeship journey. It sets the stage for a fulfilling and promising career in the construction trades. As a college graduate, it was very difficult to find work to support my growing family. But through apprenticeship pathways, I've been able to sufficiently support my family.

I want to thank Delegate Wells for sponsoring SB0688 the Apprenticeship Utilization Act. As an apprentice, I support this legislation, believing that it will not only positively impact my journey but also contribute to the overall

success and vitality of the construction industry for women and all workers from all walks of life in our great state.

I urge you to support SB0688.

Thank you

REVISED Finance ComGlazing Contractor letter suppo

Uploaded by: Roxana Mejia

Position: FAV

February 21, 2024

Pamela Beidle, Chair
Antonio Hayes, Vice Chair
3 East Miller Senate Office Building
Annapolis, Maryland 21401

**Subject: Support SB 0688- Public Works Contracts – Apprenticeship Requirements
(Maryland Workforce Apprenticeship Utilization Act of 2025)**

Honorable members of the Senate Finance Committee:

I hope this letter finds you well. As a licensed glazing contractor in Maryland, I am writing to express my strong support for the Maryland Workforce Apprenticeship Utilization Act of 2025 (HB 1017). As a business owner dedicated to the growth of our state's economy, I believe that investing in a skilled workforce is essential for Maryland's continued prosperity and development.

The glazing industry, like many others, relies on a well-trained workforce to meet the demands of modern construction projects. SB 0688 presents an important opportunity to strengthen our workforce by requiring the use of registered apprenticeship programs on public works projects. This legislation will not only help ensure that we have a highly skilled workforce but will also promote a more inclusive and diverse labor market, which is crucial to the long-term success of Maryland's economy.

Registered apprenticeship programs play a vital role in training workers, particularly in industries like glazing, where expertise in handling glass, working at heights, and maintaining safety standards is essential. These programs provide apprentices with both classroom education and hands-on experience, ensuring they are fully prepared to handle the technical demands of the job. Proper training in these areas not only guarantees high-quality work but also significantly reduces the risk of accidents and injuries, safeguarding both workers and the public.

Safety is of utmost importance in the glazing industry, as workers are frequently exposed to hazardous materials and must work on elevated surfaces. Apprenticeship programs ensure that workers are taught the proper safety protocols, equipping them with the knowledge and skills to perform their jobs safely. This focus on safety directly contributes to reduced workplace incidents, ensuring that public works projects are completed efficiently and without unnecessary delays or added costs.

In 2020, Maryland allocated \$572 million to workforce development programs, signaling the state's dedication to preparing its workforce for the future. Supporting registered apprenticeship programs ensures that workers are well-trained, benefiting both the workers themselves and the broader Maryland economy.

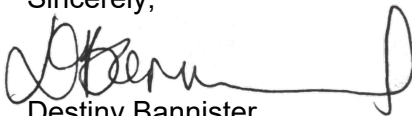
Apprenticeships provide a pathway for workers to earn while they learn, which is especially important in fields like glazing, where on-the-job training is crucial. This model allows workers to gain valuable experience while minimizing the financial burden typically associated with traditional education. Apprenticeships also support workforce diversity, offering opportunities to women, minorities, and individuals from underserved communities, and promoting economic mobility across Maryland.

Moreover, Maryland's registered apprenticeship programs invest over \$10 million annually in workforce development, training workers in the building and construction trades. This investment plays a critical role in ensuring that Maryland's construction projects are completed on time, within budget, and to the highest standards of quality.

I strongly urge you to support SB 0688, as it will not only improve the quality of public works projects but also provide valuable training opportunities for the next generation of skilled workers in the glazing industry. By utilizing apprenticeship programs, we can build a stronger, safer, and more efficient workforce that will serve Maryland for years to come.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Destiny Bannister", with a long horizontal flourish extending to the right.

Destiny Bannister
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Hyattsville, MD 20781
Dbannister@tristateglassdoors.com
917.603.8713

AUC of MD_SB 688_UNFAV.docx.pdf

Uploaded by: Andrew Griffin

Position: UNF



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Ian Stambaugh

ASSOCIATE ADVISORS

Jon Kibler

Edward Russell

March 5, 2025

Legislative Position: Unfavorable
Senate Bill 688
Public Works Contracts - Apprenticeship Requirements
Senate Finance Committee

Dear Chair Beidle and members of the committee:

Established in 1950, the Associated Utility Contractors of Maryland, Inc. (AUC) is dedicated to advancing the utility contracting industry across the state. Our mission is to foster strong relationships between utility contractors and their clients, uphold the highest professional standards within the industry, and elevate the reputation of utility professionals within the business community. We actively advocate for public policies that address industry challenges and contribute to improving Maryland's overall business environment.

The Associated Utility Contractors of Maryland (AUC) strongly opposes SB 688, the Maryland Workforce Apprenticeship Utilization Act. As an organization representing primarily subcontractors in the construction industry, we believe this bill would have a devastating impact on our members and the construction industry as a whole.

As utility contractors, we are almost always subcontractors, oftentimes second-tier subs, working on public works projects. The workforce requirements outlined in this bill would be extremely difficult for us to meet, particularly given the specialized nature of our work. The bill's mandate to employ a certain number of qualified apprentices or journeymen would not only make it challenging for us to bid on public works contracts but also hinder the state's ability to complete projects on time and within budget.

Utility contractors play a crucial role in the construction process, and our work is often a necessary component of larger projects. However, the burdensome requirements of this bill would likely lead to our entire section of the industry struggling to meet the requirements to bid on public works contracts.

Furthermore, the bill's focus on apprenticeship programs, while well-intentioned, overlooks the complexities of the construction industry. Many of our members already participate in apprenticeship programs, but the bill's one-size-fits-all approach fails to account for the unique challenges and needs of different contractors and projects.

We urge the committee to consider the unintended consequences of this bill, the harm it would cause to the construction industry and the increased cost implications to completing state projects. . We believe that a more nuanced approach, one that takes into account the diverse needs and challenges of different contractors and projects, would be more effective in promoting workforce development and supporting the construction industry.

For these reasons, we urge an **unfavorable report on SB 688**.

Sincerely,

The Associated Utility Contractors of Maryland

sb688test - Apprenticeship Requirements (Maryland

Uploaded by: Marcus Jackson

Position: UNF



The Voice of Merit Construction

Mike Henderson

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March 5, 2025

TO: FINANCE COMMITTEE

FROM: ASSOCIATED BUILDERS AND CONTRACTORS

RE: S.B. 688 – PUBLIC WORKS CONTRACTS – APPRENTICESHIP REQUIREMENTS (MARYLAND WORKFORCE APPRENTICESHIP UTILIZATION ACT)

POSITION: OPPOSE

The Associated Builders and Contractors (ABC) opposes S.B. 688 which is before you today for consideration. We understand and appreciate the intent behind promoting apprenticeship programs. However, as written, S.B. 688, creates significant challenges and unintended consequences for Maryland businesses, particularly in the construction sector.

The bill mandates specific apprenticeship percentages on covered public works projects. While workforce development is crucial, imposing rigid quotas can be problematic. The availability of qualified apprentices varies geographically and across trades. Forcing contractors to meet arbitrary targets, especially the proposed 20% by 2026, could lead to project delays, increased costs, and a potential decline in the quality of work as contractors struggle to find enough qualified apprentices. A more flexible, market-driven approach would be more effective.

Nearly 90% of Maryland's construction workforce operates in an open shop environment, where contractors hire employees first and then sponsor them for apprenticeship. The bill's requirement to "request apprentices" from all programs does not align with this hiring model.

The reporting requirements under the bill, including monthly reports with detailed apprentice and journeyworker information, create a significant administrative burden for contractors and subcontractors. This adds to the cost of doing business and diverts resources away from actual construction work.

While S.B. 688 provides for waivers, the process appears overly bureaucratic and potentially difficult to navigate. Requiring contractors to request apprentices from all applicable apprenticeship programs, including those with whom they don't have existing agreements, and documenting denials or lack of response within specific timeframes, is impractical and creates unnecessary hurdles.

The mandated apprenticeship percentages and the associated administrative burdens will inevitably lead to increased costs for public works projects. These costs will ultimately be borne by Maryland taxpayers.

We believe there are more effective ways to promote apprenticeship programs without imposing inflexible mandates and creating undue burdens on businesses. Incentivizing apprenticeship participation through tax credits or other financial benefits, rather than imposing penalties, would be a more constructive approach.

On behalf of the over 1,500 ABC members in Maryland, we respectfully request an unfavorable report on S.B. 688.

Marcus Jackson, Director of
Government Affairs



SB688_LOI_Public Works Contracts - Apprenticeship

Uploaded by: Kevin O'Keeffe

Position: INFO

March 5, 2025

To: Members of the Senate Finance Committee
Members of the Senate Budget and Taxation Committee

From: Independent Electrical Contractors (IEC) Chesapeake

Re: **Letter of Information HB688- Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Apprenticeship Utilization Act)**

Independent Electrical Contractors (IEC) Chesapeake represents approximately 200 electrical contractors who employ approximately 15,000 workers in the mid-Atlantic region. In addition, IEC Chesapeake has nearly 1,000 electrical apprentices. IEC Chesapeake would like to provide the Committee with informational comments on HB1017.

IEC Chesapeake is a strong supporter of increasing apprenticeship opportunities in Maryland. IEC Chesapeake currently has approximately 1,000 electrical apprentices in the electrical industry. IEC Chesapeake understands it is the intent of SB688 to increase apprenticeship opportunities in Maryland. **IEC Chesapeake offers the following comments for the Committee's consideration.**

- *On Page 8, Lines 7-9, we believe that the applicable percentage of 20% beginning January 1, 2026 may be unrealistic.*
- *On Page 10, Lines 23-26, we believe the requirement of at least 90 calendar days before the date the contractor or subcontract expects to use apprentice labor may be too short.*
- *On Page 10, Lines 28-31, we believe that it is unnecessarily burdensome for a contractor or subcontractor to be required to submit a monthly report to the Department of Labor since the information is already provided through a certified payroll report to the Department of Labor.*

Thank you for your consideration. If you have any questions, please contact Grant Shmelzer, Executive Director of IEC Chesapeake, at 301-646-0197 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.