

SB 673 State Procurement Apprenticeship Program Ac

Uploaded by: Carlos Orbe, Jr.

Position: FAV

February 23, 2026

The Honorable Guy Guzzone
Chair, Senate Budget and Taxation Committee
Miller Senate Office Building
3 West
11 Bladen Street
Annapolis, Maryland 21401

Re: Support for Senate Bill 673 State Procurement Apprenticeship Program Accountability and Completion

Dear Chair Guzzone,

Maryland Latinos Unidos respectfully supports Senate Bill 673, which strengthens accountability and completion standards within apprenticeship programs connected to state procurement contracts.

Registered apprenticeships are one of the most effective workforce development strategies available. According to the United States Department of Labor, individuals who complete registered apprenticeships earn higher wages, experience lower unemployment rates, and contribute significantly to state tax revenues over their lifetimes.

Latino workers are significantly represented in construction, infrastructure, and skilled trades sectors, yet completion rates and access to advanced certifications can lag when programs lack strong oversight and equity focused accountability measures. Ensuring that state funded procurement projects support meaningful apprenticeship completion pathways protects public investment and expands economic mobility.

Strengthening accountability in apprenticeship systems supports not only workforce development, but also intergenerational wealth building in communities that have historically faced barriers to skilled trades advancement.

Implications for Latino and immigrant communities

Senate Bill 673 promotes economic equity by ensuring that apprenticeship opportunities connected to public contracts result in real, completed credentials and sustainable wages. For Latino workers and families, this means:

- Increased access to high wage skilled trades
- Reduced income inequality
- Greater career stability
- Stronger pathways to homeownership and small business development

Maryland Latinos Unidos can support outreach efforts to ensure Latino workers are informed about apprenticeship opportunities and can navigate application and completion requirements successfully.

For these reasons, Maryland Latinos Unidos respectfully urges a favorable report on Senate Bill 673.

Sincerely,

Carlos Orbe, Jr.
Communications and Public Affairs Specialist
Maryland Latinos Unidos
corbejr@mdlatinosunidos.org

SB673 HB1165 C_Anderson Testimony.pdf

Uploaded by: Chris Anderson

Position: FAV



PLUMBERS AND STEAMFITTERS

UA LOCAL UNION 486

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Pasquale D. Petrovia

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Gary G. Glab

Financial Secretary/Treasurer

Harry M. Schleicher Jr.

Business Agent

C. Ryan Ambrose

Business Agent

Stephen M. Nitsch

Business Agent

Christopher D. Anderson

Business Agent

Todd E. Eckley

Recruiter

TESTIMONY OF CHRIS ANDERSON, BUSINESS AGENT

PLUMBERS AND STEAMFITTERS LOCAL 486

IN SUPPORT

SENATE BILL 673 / HOUSE BILL 1165 –

STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND
COMPLETION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Plumbers and Steamfitters Local 486, I respectfully submit this testimony in support of Senate Bill 673 / House Bill 1165.

Local 486 supplies highly trained plumbers and steamfitters to more than 100 Maryland-based signatory contractors performing construction services on public projects throughout the State. These contractors rely on a skilled and well-trained workforce to deliver safe, high-quality work on time and within budget. A strong apprenticeship system is essential to meeting those expectations.

We support this legislation because it reinforces accountability in Maryland's procurement process while maintaining reasonable flexibility for contractors. Senate Bill 673 / House Bill 1165 does not eliminate existing compliance pathways; rather, it ensures that registered apprenticeship programs participating in State-funded work are demonstrating meaningful and measurable outcomes.

Establishing a minimum apprenticeship completion rate is a practical and responsible standard. Apprenticeship programs should produce journey-level professionals who are fully prepared to meet industry demands. Programs that fail to graduate apprentices

weaken the workforce pipeline, while successful programs strengthen Maryland's construction industry and help ensure continuity and quality on critical public projects.

Because our signatory contractors depend on a reliable supply of skilled workers, we believe State investments should support programs that are genuinely committed to workforce development and long-term training success.

For these reasons, Plumbers and Steamfitters Local 486 respectfully urges a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in cursive script that reads "Chris Anderson".

Chris Anderson
Business Agent
Plumbers and Steamfitters Local 486

Biondi-WDCJPAC-Testimony.pdf

Uploaded by: Christopher Biondi

Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

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U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS



Mechanical Contractors, D.C.
Association, Inc.

INDUSTRIAL
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RESIDENTIAL

CONSTRUCTION
SERVICE AND
REPAIR

TESTIMONY OF CHRIS BIONDI

TRAINING DIRECTOR

WASHINGTON, DC JOINT PLUMBING APPRENTICESHIP COMMITTEE

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Chris Biondi, and I serve as the Training Director for the Washington, DC Joint Plumbing Apprenticeship Committee, which administers the registered apprenticeship program for Plumbers and Gasfitters Local 5. In that role, I am responsible for apprentice recruitment, classroom and on-the-job training coordination, mentoring, and progression through to journey-level completion.

I am writing in strong support of Senate Bill 673 / House Bill 1165.

From the perspective of an apprenticeship training director, completion is the most important measure of whether an apprenticeship program is working. Enrollment alone does not produce skilled workers. Apprenticeship requires sustained instruction, supervision, contractor engagement, and support systems that carry apprentices through to graduation and into long-term careers.

Senate Bill 673 / House Bill 1165 reflects that reality. By requiring that apprenticeship programs used on covered State procurement demonstrate a **minimum 25 percent completion rate**, as determined by the Maryland Department of Labor, the bill establishes a modest and reasonable baseline for program accountability. This threshold is well below what effective programs strive to achieve, but it ensures that publicly supported programs are producing real workforce outcomes.

As someone directly responsible for training outcomes, I can say that programs committed to apprentice success can and do meet this standard. Completion-focused programs invest in instruction, mentorship, and coordination with signatory contractors to ensure apprentices

progress, graduate, and enter the workforce as skilled journeyworkers. Those are the programs that should be relied upon in public contracting.

This legislation does not restrict opportunity or limit access to apprenticeship. Instead, it protects apprentices from entering programs that lack the structure or commitment necessary to support completion, and it reinforces best practices across the apprenticeship system.

For these reasons, Senate Bill 673 / House Bill 1165 supports training quality, workforce readiness, and responsible use of public dollars. I respectfully urge the Committee to issue a **favorable report**.

Sincerely,



Chris Biondi

Training Director

Washington, DC Joint Plumbing Apprenticeship Committee

On behalf of Plumbers and Gasfitters Local 5

SB673_FAV.pdf

Uploaded by: Donna Edwards

Position: FAV



MARYLAND STATE & D.C. AFL-CIO

Affiliated with the National AFL-CIO

Donna S. Edwards
President

Samuel Epps, IV
Secretary-Treasurer

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Annapolis, MD 21401-2096

SB 673 - State Procurement - Apprenticeship Program Accountability and Completion

Senate Budget and Taxation Committee

February 25, 2026

SUPPORT

Donna S. Edwards

President

Chairman and members of the Committee, thank you for the opportunity to submit testimony in support of SB 673. On behalf of our 700 affiliated unions, I offer the following comments.

A strong workforce relies on highly skilled workers. Apprenticeships have consistently proven to be an effective way for individuals to gain hands-on experience and technical education, ensuring they develop the necessary expertise needed for their careers while providing employers with a competent and capable workforce.

In 2025, the General Assembly passed HB 500 - the Procurement Reform Act which mandated that bidders and contractors either participate in a certified apprenticeship training program or make payments into the State Apprenticeship Training Fund. SB 673 builds on this work by adding a simple yet impactful requirement that any apprenticeship program used to meet State procurement or public works obligations must meet a minimum completion rate of 25%.

Completion rates are a significant indicator of whether an apprenticeship program does what it is supposed to do: provide real training, mentorship, and advancement. When the State invests public dollars in procurement and construction, it should be supporting programs that prepare workers for long-term careers. This legislation helps ensure that workers have a pathway to completion.

When apprentices complete their training, they strengthen the entire workforce, raising standards, improving project quality, and ensuring Maryland has a stable pipeline of skilled workers ready to meet the State's needs. SB 673 strengthens this expectation by supporting apprentices not just through their recruitment but also through to completion.

For these reasons, we urge a favorable vote on SB 673.



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www.mddclabor.org



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Letter 2-23-2026.pdf

Uploaded by: Jack Schoen

Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

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Mechanical Contractors, D.C.
Association, Inc.

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U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Jack Schoen

Full-Time Instructor

Washington, D.C. Joint Plumbing Apprenticeship

SB 673 - STATE PROCUREMENT – APPRENTICESHIP PROGRA

Uploaded by: Jason Ascher

Position: FAV



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**Phone: 410-290-3890
www.midatlanticpipetrades.org**

Budget and Tax

To: Senator Guy Guzonne, Chair; Senator Jim Rosapepe, Vice Chair; Members of the Committee
From: Jason Ascher, Political Director, Mid-Atlantic Pipe Trades Association

SB 673 – STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION

On behalf of the Mid-Atlantic Pipe Trades Association and our five United Association of Plumbers and Steamfitters Locals, which represent over 10,500 Plumbers, Steamfitters, Welders, HVAC Techs, and Sprinkler Fitters across Maryland. I ask you to **SUPPORT SB 673**.

The Mid-Atlantic Pipe Trades have a long-standing commitment to apprenticeship training as the foundation of workforce development in the construction industry. Our registered apprenticeship programs are jointly administered, highly regulated, and designed to produce safe, productive, journey-level workers capable of meeting the demands of complex public projects.

Current State procurement law appropriately requires bidders and contractors either to participate in a certified apprenticeship training program or to make payments into the State Apprenticeship Training Fund. Senate Bill 673 builds on that existing framework by adding an important accountability measure: ensuring that apprenticeship programs utilized in State procurements are not only registered, but effective.

By requiring registered apprenticeship programs to demonstrate a minimum 25 percent completion rate, this legislation reinforces the principle that public dollars should support training programs that successfully graduate apprentices into the skilled workforce. This provision does not mandate the creation of new programs, nor does it eliminate existing compliance options. Instead, it establishes a reasonable performance standard that aligns State procurement with real workforce outcomes.

From the perspective of the pipe trades, apprenticeship completion is essential. Programs that consistently fail to graduate apprentices undermine workforce planning, jobsite safety, and the long-term availability of skilled labor. By contrast, programs with demonstrated completion outcomes strengthen the construction workforce and ensure that State procurement investments yield lasting public value.

Senate Bill 673 promotes fairness by applying this accountability standard uniformly across covered procurements, while preserving flexibility for contractors through existing statutory pathways. In doing so, it strengthens the integrity of State procurement without disrupting established labor-management training systems that are already delivering results.

For these reasons, the Mid-Atlantic Pipe Trades Association (MAPTA) respectfully urges a favorable report on **Senate Bill 673**.

Sincerely,

Jason Ascher
Political Director
Mid-Atlantic Pipe Trades Association

Plumbers and Gasfitters Local 5 – Lanham, MD
Plumbers and Steamfitters Local 10 – Richmond, VA/Roanoke, VA
Plumbers and Pipefitters Local 110 – Norfolk, VA
Plumbers and Pipefitters Local 74 – Newark, DE

Plumbers and Steamfitters Local 486 – Baltimore, MD
Steamfitters Local 602 – Capitol Heights, MD
Road Sprinkler Fitters Local 669 – Columbia, MD

Support Bill Senate 673-House Bill 1165.pdf

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Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

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Mechanical Contractors, D.C.
Association, Inc.

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U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in black ink, appearing to read 'John Cerniglia', is written over a large, stylized, light-colored graphic element that resembles a signature or a large letter 'C'.

John Cerniglia

Full-Time Instructor

Washington, D.C. Joint Plumbing Apprenticeship

M&A_jBolden RSC Mechanical_SB673 HB1165_Testimony_

Uploaded by: Johnathan Bolden

Position: FAV



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www.rsccompany.com

JONATHAN BOLDEN
PRESIDENT, RSC ELECTRICAL & MECHANICAL CONTRACTORS, INC.

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

My name is Jonathan Bolden, and I am the President of RSC Electrical & Mechanical Contractors, Inc., a union mechanical contractor operating in Maryland for more than 30 years. I write in strong support of Senate Bill 673 / House Bill 1165.

Registered apprenticeship programs are the foundation of our industry. They are how responsible contractors like mine develop a skilled workforce and compete fairly while paying good wages and providing benefits. When apprenticeship standards are weakened or bypassed, contractors who follow the law are placed at a serious disadvantage.

SB 673 / HB 1165 strengthens Maryland's apprenticeship framework by reinforcing legitimate, registered programs and ensuring that workforce policy supports real training pipelines—not shortcuts that undermine workers and ethical employers. This bill is critical to fair competition and long-term workforce stability.

For these reasons, I respectfully urge a favorable report.

Sincerely,
Jonathan Bolden

Public Testimony_SB673.pdf

Uploaded by: Lien Hoang

Position: FAV

Tab 1

ALONZO T. WASHINGTON
Legislative District 22
Prince George's County

Finance Committee



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THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

February 25, 2026

The Honorable Senator Guy Guzzone, Chair
Senate Budget and Taxation Committee
Maryland State Senate
Annapolis, Maryland

Re: SB673 - State Procurement - Apprenticeship Completion and Accountability

Dear Chair Guzzone and Members of the Committee:

I respectfully submit this testimony in support of SB673, legislation that establishes a minimum 25% completion rate requirement for apprenticeship programs utilized in state procurement, creating a performance threshold for certain programs.

Current Maryland law requires contractors on state-funded construction projects to participate in registered apprenticeship programs or contribute to the State Apprenticeship Training Fund. However, there is no requirement that these programs demonstrate effective completion outcomes. Some registered programs report completion rates in the single digits, meaning that public procurement dollars may be supporting training structures that do not reliably produce credentialed journey-level workers.

The bill is expected to increase the number of credentialed journey-level workers in Maryland's construction sector. This is likely to improve worker economic mobility as it is a pathway to family-sustaining wages.

The absence of a completion rate requirement means that procurement policy is not informed by program performance data. The Maryland Department of Labor collects completion data, but there is currently no mechanism to integrate that data into procurement eligibility standards. Apprenticeship has been recognized as a tool for economic mobility, particularly for individuals from underrepresented communities, women entering non-traditional trades, reentry citizens, and those pursuing non-college career pathways. Registered apprenticeship produces net social benefits averaging approximately \$58,888 in the medium term and \$124,057 over a participant's career. Maryland's construction sector continues to face skilled labor shortages. Demand for credentialed trades workers exceeds supply. Effective apprenticeship completion is a primary mechanism for closing this gap.

Senate Bill 673 / House Bill 1165 addresses the identified gaps by establishing a minimum 25% completion rate requirement for apprenticeship programs utilized in state procurement.

This bill redefines 'registered apprenticeship program' to require a 25% completion rate, as determined by the Maryland Department of Labor. This leverages existing data collection infrastructure and ensures consistency in measurement.

This bill does not eliminate the State Apprenticeship Training Fund option, mandate union affiliation, restrict contractor choice, impose new data collection burdens, or apply to private sector contracts. Contractors retain full flexibility to contribute to the Fund or select from any program meeting the 25% threshold using data the Department already collects.

For these reasons, I respectfully request a favorable report on SB673.

With Regards,

A handwritten signature in black ink, appearing to read 'Alonzo T. Washington', written in a cursive style.

Alonzo T. Washington
Maryland State Senate
District 22

SB673 HB 1165 Support MCA.pdf

Uploaded by: Manuel Geraldo

Position: FAV



February 23, 2026

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

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Stephen Borlie

Borlie Mechanical
Contracting, LLC

EXECUTIVE VICE

PRESIDENT

Charles E. Daniel

Re: SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Senate Budget and Taxation Committee and the House Government, Labor, and Elections Committee:

My name is Chuck Daniel, and I am the Executive Vice President of the Mechanical Contractors Association of Maryland (“MCA–Maryland”), which represents mechanical contracting firms across the State employing skilled workers in plumbing, pipefitting, HVAC, and related trades on both public and private projects.

From a contractor’s perspective, apprenticeship completion is essential to business viability. Mechanical construction is highly technical and safety-sensitive. Contractors depend on apprenticeship programs to produce credentialed journey-level workers who can meet schedules, safety requirements, and quality standards. Programs that consistently graduate apprentices create workforce stability; programs that do not increase risk and cost.

Senate Bill 673 / House Bill 1165 addresses this issue in a measured way by requiring that apprenticeship programs used on covered State procurement demonstrate a **minimum 25 percent completion rate**, as determined by the Maryland Department of Labor. This is a modest baseline—well below what legitimate programs already achieve—but it ensures public contracts rely on programs that deliver real outcomes.

The bill is trade-neutral, does not mandate union affiliation, and preserves existing compliance options. It simply reinforces accountability and helps level the playing field for contractors who invest in training.

For these reasons, the Mechanical Contractors Association of Maryland respectfully urges a **favorable report** on Senate Bill 673 / House Bill 1165.

Very truly yours,

A handwritten signature in blue ink that reads "Chuck".

Chuck Daniel
Executive Vice President
Mechanical Contractors Association of Maryland

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Uploaded by: Mason Holden

Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

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Mechanical Contractors, D.C.
Association, Inc.

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U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
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SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mason Holden', is written over a light blue horizontal line.

Mason Holden

Full-Time Instructor

Washington, D.C. Joint Plumbing Apprenticeship

SB673 Ray Baker Baltimore DC Building Trades (FAV)

Uploaded by: Ray Baker

Position: FAV



February 23, 2026

The Honorable Guy Guzzone, Chair
The Honorable Jim Rosapepe, Vice Chair
Senate Budget and Taxation Committee
3 West Miller Senate Office Building
Annapolis, Maryland 21401

**Testimony of Ray Baker, Maryland Director, Baltimore DC Metro Building Trades Council on
SB 673: State Procurement- Apprenticeship Program Accountability and Completion
Position: FAVORABLE**

Thank you, Chair Guzzone, Vice Chair Rosapepe, and Members of the Senate Budget and Taxation Committee, for the opportunity to offer testimony on SB673. I am Ray Baker, 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 SB673 which supports investments in the utilization of the registered apprenticeships. These "earn while you learn" programs do wonders in training the next wave of Maryland's workforce. Apprenticeship programs are the foundation of the skilled construction workforce and the relationship between union signatory contractors and building trades unions produce what we believe to be the best apprenticeship programs in the state. Regardless of our confidence, we support legislation that takes seriously the responsibility of being stewards of state resources. These resources are best served by apprenticeship programs that are training the next generations of Maryland's skilled workforce.

We are confident that those legitimate, good faith programs can and do exceed the proposed 25% and thus should not have any concerns with reaching this very manageable standards. We also believe that responsible contractors who are using apprentice labor to secure a state procurement contract should also meet the responsibility of training workers for tomorrow, not just a particular project today. This legislation makes sure everyone is equally committed and equally invested in using state resources responsibly for the benefit of Maryland's future workforce.

The combined benefits of a well-trained workforce and strong safeguards to state resources demonstrates why the BDCBT urges a favorable report on SB673.

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

SB 673 IBEW 24 Support.pdf

Uploaded by: Rico Albacarys

Position: FAV

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
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Written Testimony of
Rico Albacarys, Assistant Business Agent, IBEW LOCAL 24
Before the Senate Budget and Taxation Committee On
SB 673 State Procurement - Apprenticeship Program Accountability and Completion

Favorable

February 23, 2026

Chairman Guzzone, Vice Chair Rosapepe, and Committee Members,

My name is Rico Albacarys, and I am a member and employee of IBEW Local 24. As a licensed electrician and apprenticeship graduate, I am writing to express my support for SB 673. Local 24 represents more than 3,000 skilled electrical workers and operates a State registered apprenticeship program in partnership with our signatory contractors. We invest significant resources in training apprentices and guiding them to graduation and a journeyman license. We know that apprenticeship works best when it is paired with structured on the job training hours and leads to a lasting career.

Senate Bill 673 establishes a modest 25 percent completion rate requirement for programs used in covered State procurement. Responsible programs already meet this standard. The bill helps ensure that public dollars support apprenticeship programs focused on training and graduation, not for profit models that rely on enrollment numbers and tuition revenue while failing to deliver meaningful completion rates or lasting job opportunities.

For these reasons, we respectfully urge a **favorable** report on Senate Bill 673.

Sincerely,

Rico Albacarys
Assistant Business Agent
IBEW Local 24

Chuck Daniel_MCA-MD_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



February 23, 2026

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

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Adam Snavely

The Poole and Kent
Corporation

John Prusak

Johnson Controls, Inc.

Stephen Borlie

Borlie Mechanical
Contracting, LLC

EXECUTIVE VICE

PRESIDENT

Charles E. Daniel

Re: SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Senate Budget and Taxation Committee and the House Government, Labor, and Elections Committee:

My name is Chuck Daniel, and I am the Executive Vice President of the Mechanical Contractors Association of Maryland (“MCA–Maryland”), which represents mechanical contracting firms across the State employing skilled workers in plumbing, pipefitting, HVAC, and related trades on both public and private projects.

From a contractor’s perspective, apprenticeship completion is essential to business viability. Mechanical construction is highly technical and safety-sensitive. Contractors depend on apprenticeship programs to produce credentialed journey-level workers who can meet schedules, safety requirements, and quality standards. Programs that consistently graduate apprentices create workforce stability; programs that do not increase risk and cost.

Senate Bill 673 / House Bill 1165 addresses this issue in a measured way by requiring that apprenticeship programs used on covered State procurement demonstrate a **minimum 25 percent completion rate**, as determined by the Maryland Department of Labor. This is a modest baseline—well below what legitimate programs already achieve—but it ensures public contracts rely on programs that deliver real outcomes.

The bill is trade-neutral, does not mandate union affiliation, and preserves existing compliance options. It simply reinforces accountability and helps level the playing field for contractors who invest in training.

For these reasons, the Mechanical Contractors Association of Maryland respectfully urges a **favorable report** on Senate Bill 673 / House Bill 1165.

Very truly yours,

A handwritten signature in blue ink that reads "Chuck".

Chuck Daniel
Executive Vice President
Mechanical Contractors Association of Maryland

M&A_ Journeyman Merchanical_SB673 HB1165_Testimony

Uploaded by: Roger Manno

Position: FAV

JOURNEYMAN

Mechanical Contractors, Inc.
2125 Baldwin Avenue, Suite #19-B
Crofton, MD. 21114
Phone 301-261-6200 / Fax 301-261-0406
E-mail Address: dmackin@journeyman-mechanical.com

February 23, 2026

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Derril Mackin and I am a President at Journeyman Mechanical Contractors, Inc., a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,



Derril D. Mackin

Journeyman Mechanical

M&A_Biondi WDCJPAC_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



Mechanical Contractors, D.C.
Association, Inc.

INDUSTRIAL
COMMERCIAL
RESIDENTIAL
CONSTRUCTION
SERVICE AND
REPAIR



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

TESTIMONY OF CHRIS BIONDI

TRAINING DIRECTOR

WASHINGTON, DC JOINT PLUMBING APPRENTICESHIP COMMITTEE

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Chris Biondi, and I serve as the Training Director for the Washington, DC Joint Plumbing Apprenticeship Committee, which administers the registered apprenticeship program for Plumbers and Gasfitters Local 5. In that role, I am responsible for apprentice recruitment, classroom and on-the-job training coordination, mentoring, and progression through to journey-level completion.

I am writing in strong support of Senate Bill 673 / House Bill 1165.

From the perspective of an apprenticeship training director, completion is the most important measure of whether an apprenticeship program is working. Enrollment alone does not produce skilled workers. Apprenticeship requires sustained instruction, supervision, contractor engagement, and support systems that carry apprentices through to graduation and into long-term careers.

Senate Bill 673 / House Bill 1165 reflects that reality. By requiring that apprenticeship programs used on covered State procurement demonstrate a **minimum 25 percent completion rate**, as determined by the Maryland Department of Labor, the bill establishes a modest and reasonable baseline for program accountability. This threshold is well below what effective programs strive to achieve, but it ensures that publicly supported programs are producing real workforce outcomes.

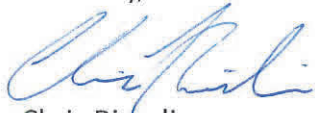
As someone directly responsible for training outcomes, I can say that programs committed to apprentice success can and do meet this standard. Completion-focused programs invest in

instruction, mentorship, and coordination with signatory contractors to ensure apprentices progress, graduate, and enter the workforce as skilled journeyworkers. Those are the programs that should be relied upon in public contracting.

This legislation does not restrict opportunity or limit access to apprenticeship. Instead, it protects apprentices from entering programs that lack the structure or commitment necessary to support completion, and it reinforces best practices across the apprenticeship system.

For these reasons, Senate Bill 673 / House Bill 1165 supports training quality, workforce readiness, and responsible use of public dollars. I respectfully urge the Committee to issue a **favorable report**.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris Biondi".

Chris Biondi

Training Director

Washington, DC Joint Plumbing Apprenticeship Committee

On behalf of Plumbers and Gasfitters Local 5

M&A_Bolden RSC Mechanical_SB673 HB1165_Testimony_F

Uploaded by: Roger Manno

Position: FAV



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MD: 1920 Oregon Avenue • Landover, MD 20785 • (P) 301-773-0414 • (F) 301-773-1401

www.rsccompany.com

JONATHAN BOLDEN
PRESIDENT, RSC ELECTRICAL & MECHANICAL CONTRACTORS, INC.

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

My name is Jonathan Bolden, and I am the President of RSC Electrical & Mechanical Contractors, Inc., a union mechanical contractor operating in Maryland for more than 30 years. I write in strong support of Senate Bill 673 / House Bill 1165.

Registered apprenticeship programs are the foundation of our industry. They are how responsible contractors like mine develop a skilled workforce and compete fairly while paying good wages and providing benefits. When apprenticeship standards are weakened or bypassed, contractors who follow the law are placed at a serious disadvantage.

SB 673 / HB 1165 strengthens Maryland's apprenticeship framework by reinforcing legitimate, registered programs and ensuring that workforce policy supports real training pipelines—not shortcuts that undermine workers and ethical employers. This bill is critical to fair competition and long-term workforce stability.

For these reasons, I respectfully urge a favorable report.

Sincerely,
Jonathan Bolden

M&A_Bonilla Local 602_SB673 HB1165_Testimony_FAV.d

Uploaded by: Roger Manno

Position: FAV

Journeyman Pipe Fitters and Apprentices



Local Union No. 602

8700 ASHWOOD DRIVE • 2ND FLOOR • CAPITOL HEIGHTS, MD 20743

TELEPHONE: (301) 333-2356 • FAX: (301) 333-1730

AFFILIATED WITH AFL-CIO

TESTIMONY OF SIDNEY BONILLA,
BUSINESS MANAGER STEAMFITTERS LOCAL 602
IN SUPPORT SENATE BILL 673 / HOUSE BILL 1165 –
STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION
BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Steamfitters Local 602, I submit this testimony in support of Senate Bill 673 / House Bill 1165.

Steamfitters Local 602 represents skilled workers who build and maintain the complex mechanical systems that serve public buildings, hospitals, and infrastructure projects throughout Maryland. Our apprenticeship programs are designed to produce safe, productive journey-level workers who are ready for demanding jobsite conditions.

This legislation appropriately builds on existing procurement law by adding a performance-based standard for apprenticeship programs. Requiring a minimum completion rate ensures that programs relied upon for State projects are delivering results, not merely existing on paper.

From our perspective, apprenticeship completion is central to workforce stability. Contractors depend on a reliable pipeline of trained workers, and apprentices deserve programs that lead to long-term careers.

Senate Bill 673 / House Bill 1165 reinforces accountability without disrupting established training systems or excluding contractors who choose to contribute through existing statutory options.

For these reasons, Steamfitters Local 602 respectfully requests a favorable report.

Sincerely,

Sidney Bonilla

Business Manager

Steamfitters Local 602

SIDNEY BONILLA
BUSINESS MANAGER
FINANCIAL SECRETARY
TREASURER

TIMOTHY L. BIGGS
ASSISTANT
BUSINESS MANAGER

SEAN T. STRASER
BUSINESS AGENT

GREGORY L. DAVIS
BUSINESS AGENT

ROBERT T. GIFFORD
BUSINESS AGENT

RAYMOND E. BLACK
BUSINESS AGENT

DENTON SHRIVER
BUSINESS AGENT

KEVIN L. BROWN
BUSINESS AGENT

M&A_Canales Local 5_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



PLUMBERS LOCAL UNION NO. 5

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO

4755 Walden Ln. Lanham, MD 20706 • 301-899-7861 (T) • 301-899-7868 (F)



IN SUPPORT

SENATE BILL 673 / HOUSE BILL 1165

STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Plumbers Local 5, thank you for the opportunity to submit testimony in support of Senate Bill 673 / House Bill 1165.

Plumbers Local 5 represents union plumbers who perform essential work on public construction projects throughout Maryland. Our members come through a state-registered apprenticeship program that prioritizes safety, technical excellence, and long-term career development. These programs are the backbone of a skilled, reliable construction workforce.

This legislation takes an important and practical step forward. It ensures that apprenticeship programs used on State projects are not just registered on paper, but actually producing results. Requiring a minimum completion rate is a straightforward and reasonable way to measure whether a program is doing what it is intended to do — train apprentices and graduate skilled workers.

Programs that consistently graduate apprentices strengthen the workforce, improve jobsite safety, and protect the public investment in State construction projects. Programs that fail to move apprentices through to completion, on the other hand, undermine workers' career prospects and do not serve the public interest. Senate Bill 673 / House Bill 1165 addresses that gap in a responsible and balanced way.

Importantly, the bill maintains existing compliance pathways while adding a layer of accountability. It promotes fairness and workforce quality without creating unnecessary administrative burdens.

For these reasons, Plumbers Local 5 respectfully urges a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Michael Canales
Assistant Business Manager
Plumbers Local 5

Terria "T" L. Smalls
Business Mgr. / Financial Sec.-Treas.

Michael S. Canales, Jr.
Asst. Business Manager

Anthony A. Solis
Business Rep. and Organizer

Julius Wright
Business Rep. and Organizer

M&A_CAUSE Market Recovery Program_SB673 HB1165_Tes

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF CAUSE
MECHANICAL TRADES INDUSTRY MARKET RECOVERY AND JOINT COOPERATION PROGRAM
BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

CAUSE—the Mechanical Trades Industry Market Recovery and Joint Cooperation Program—is a joint labor–management trust established by signatory contractors and labor organizations to promote cooperation, workforce development, and the long-term stability and competitiveness of the mechanical construction industry.

CAUSE respectfully submits this testimony in support of Senate Bill 673 / House Bill 1165.

As a joint labor–management organization, CAUSE exists to strengthen collaboration between employers and workers, improve industry practices, and advance policies that promote skilled training, productivity, and sustainable workforce pipelines. A central component of that mission is ensuring that apprenticeship programs function as true pathways to completion and long-term employment—not merely points of entry.

Senate Bill 673 / House Bill 1165 advances that objective by establishing a modest and reasonable accountability standard for apprenticeship programs utilized in covered State procurement. By requiring a minimum **25 percent apprenticeship completion rate**, as determined by the Maryland Department of Labor, the bill helps ensure that public contracts rely on programs that are producing measurable workforce outcomes.

From a labor–management perspective, completion matters. Contractors depend on a reliable supply of trained, credentialed journeyworkers, and apprentices depend on programs that provide the structure, mentoring, and support necessary to carry them through to graduation. Programs that consistently fail to complete apprentices undermine both sides of the labor–management relationship and weaken the industry as a whole.

The completion threshold established in this legislation is not punitive or exclusionary. It does not mandate union affiliation, eliminate alternative compliance options, or restrict access to apprenticeship. Rather, it sets a baseline expectation that programs relied upon in public contracting demonstrate a basic level of effectiveness.

CAUSE believes that policies which reinforce completion-focused apprenticeship programs support workforce quality, industry stability, and responsible use of public resources. Senate Bill 673 / House Bill 1165 reflects those principles and aligns with the goals of labor–management cooperation that CAUSE was created to advance.

For these reasons, CAUSE respectfully urges the Committee to issue a **favorable report** on Senate Bill 673 / House Bill 1165.

Respectfully submitted,

Tom Bello

CAUSE, Mechanical Trades Industry Market Recovery
and Joint Cooperation Program

M&A_Cooper Local 669_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



Robert J. Cooper, Jr.
Business Manager

Kristopher D. Winget
Financial Secretary-Treasurer

Carl J. Westby
President-Organizer

TESTIMONY OF ROBERT COOPER, JR.
BUSINESS MANAGER, UA SPRINKLER FITTERS LOCAL 669

IN SUPPORT

SENATE BILL 673 / HOUSE BILL 1165 –
STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND
COMPLETION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Sprinkler Fitters Local 669, I respectfully submit this testimony in support of Senate Bill 673 / House Bill 1165.

Sprinkler Fitters Local 669 represents a highly skilled workforce specializing in the installation and maintenance of fire sprinkler and fire suppression systems on public and private construction projects throughout Maryland and across the country. Our members perform life-safety work that protects buildings, workers, and the public, and that work depends on rigorous training and apprenticeship standards.


Local 669's registered apprenticeship programs emphasize technical proficiency, code compliance, and safety. Apprenticeship completion is critical in our trade, where incomplete training can compromise system performance and public safety. Senate Bill 673 / House Bill 1165 reinforces the importance of ensuring that apprenticeship programs relied upon in State procurements are not only registered, but demonstrably effective.

This legislation builds on Maryland's existing procurement framework by adding a reasonable completion-rate standard, while preserving the current statutory options available to contractors. It does not restrict access to State projects, but instead aligns public procurement with real workforce outcomes.

From the perspective of Sprinkler Fitters Local 669, successful apprenticeship completion strengthens the skilled workforce, supports contractor reliability, and ensures that State projects are built and maintained to the highest safety standards.

For these reasons, Sprinkler Fitters Local 669 respectfully urges a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,


Robert Cooper, Jr.
Business Manager

Road Sprinkler Fitters Local Union No. 669

7050 Oakland Mills Road • Suite 200 • Columbia, Maryland 21046
(410) 381-4300 • fax: (301) 621-8045 • www.sprinklerfitters669.org

M&A_Ironworkers 5_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF GARY ARMSTRONG
IRONWORKERS LOCAL 5
IN SUPPORT
SENATE BILL 673 / HOUSE BILL 1165 –
STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION
BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

I submit this testimony on behalf of Ironworkers Local 5 in support of Senate Bill 673 / House Bill 1165.

Ironworkers Local 5 represents skilled workers who construct and reinforce the steel structures that support Maryland's public infrastructure. Our apprenticeship programs are essential to maintaining safety, productivity, and quality on complex construction projects.

Senate Bill 673 / House Bill 1165 strengthens the State's procurement framework by ensuring that apprenticeship programs relied upon for public work are achieving meaningful completion outcomes.

Completion matters. Apprentices who finish their training become journey-level workers who sustain the workforce for decades. This bill helps ensure that public procurement supports programs that deliver that result.

For these reasons, Ironworkers Local 5 respectfully urges a favorable report.

Sincerely,

Gary R. Armstrong Jr.
BusinessManager/ FS.T.
Ironworkers Local 5

M&A_Jason Williams_SB673 HB1165_Testimony_FAV.docx

Uploaded by: Roger Manno

Position: FAV

TESTIMONY IN SUPPORT OF SB 673 / HB 1165

TO: Chair Guzzone, Chair Wells, and Honorable Members of the Committees

FROM: Jason Williams, Journeyman, UA Steamfitters Local 602 / Forged Pathways LLC.

POSITION: FAVORABLE

DATE: February 2026

Dear Chairs and Committee Members:

My name is Jason Williams, a proud journeyman graduate of the UA Steamfitters Local 602 apprenticeship program. I am here to urge a favorable report on SB 673 / HB 1165

I am currently working on the Next Generation Energy Project at the University of Maryland. This is a massive, complex power project critical to our state's infrastructure and future. I am only qualified to be on that job site because of the rigorous, **regulated training** I received through my registered apprenticeship.

By passing this bill, you ensure that Maryland's major projects are built by a workforce trained to a **national standard**, ensuring safety, quality, and longevity for Maryland taxpayers. We must maintain these standards because they are a proven investment. When we protect the integrity of registered apprenticeships, we fuel the state's economy.

This work carries forward the legacy of Maryland's own Frederick Douglass, who understood that mastering a craft was the ultimate vehicle for freedom. At Forged Pathways, the nonprofit I founded in the 3rd year of my apprenticeship, we carry that torch by showing the next generation that these trades are the modern path to dignity.

By protecting these standards through SB 673 / HB 1165, you are protecting the integrity of our workforce. Because I have experienced the power of this model firsthand on sites like the University of Maryland, **I know** we cannot afford to dilute it.

I respectfully urge a favorable report.

Jason Williams

Journeyman, UA Steamfitters Local 602

Founder, Forged Pathways, Inc.

M&A_Mechanical Contractors MCAMW_SB673 HB1165_Test

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF THOMAS L. BELLO, EXECUTIVE VICE PRESIDENT
MECHANICAL CONTRACTORS ASSOCIATION OF METROPOLITAN WASHINGTON

IN SUPPORT

SENATE BILL 673 / HOUSE BILL 1165 –
STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of the Mechanical Contractors Association of Metropolitan Washington, I respectfully submit this testimony in support of Senate Bill 673 / House Bill 1165.

MCAMW represents union mechanical contractors who perform complex plumbing, piping, HVAC, and mechanical construction work on public projects throughout Maryland and the greater Washington metropolitan region. Our member contractors rely on registered apprenticeship programs to supply a skilled, safety-trained workforce capable of delivering high-quality public infrastructure.

MCAMW proudly represents approximately 200 construction contractors, roughly 10,000 workers, and more than 1,500 apprentices. Our organization contributes significantly to the regional economy, generating nearly \$2 billion in annual revenue and approximately \$500 million each year in combined State, federal, and local tax revenue.

Senate Bill 673 / House Bill 1165 builds on Maryland's existing procurement framework by introducing a clear and reasonable accountability standard for apprenticeship programs utilized in State procurements. By requiring a minimum apprenticeship completion rate, the bill helps ensure that programs relied upon by contractors are functioning as intended and producing journey-level workers.

From a contractor perspective, apprenticeship completion is critical. Contractors make long-term investments in training, supervision, and mentoring, and depend on apprenticeship programs that successfully graduate apprentices into the workforce. Programs that do not produce graduates undermine workforce planning and create uncertainty for both employers and employees.

Importantly, this legislation preserves the current compliance options available under State procurement law. It does not mandate the creation of new programs or exclude contractors from bidding, but instead aligns public procurement with demonstrable workforce outcomes.

For these reasons, the Mechanical Contractors Association of Metropolitan Washington respectfully urges a favorable report on Senate Bill 673 / House Bill 1165.



Sincerely,

A handwritten signature in black ink, appearing to read "T. Bello", is positioned below the word "Sincerely,".

Thomas L. Bello
Executive Vice President
Mechanical Contractors Association of Metropolitan Washington

M&A_Petrovia Local 486_SB673 HB1165_Testimony_FAV.

Uploaded by: Roger Manno

Position: FAV



PLUMBERS AND STEAMFITTERS

UA LOCAL UNION 486

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Founded 1889

Pasquale D. Petrovia
Business Manager

Gary G. Glab
Financial Secretary/Treasurer

Harry M. Schleicher Jr.
Business Agent

C. Ryan Ambrose
Business Agent

Stephen M. Nitsch
Business Agent

Christopher D. Anderson
Business Agent

Todd E. Eckley
Recruiter

TESTIMONY OF PASQUALE PETROVIA, BUSINESS MANAGER
PLUMBERS AND STEAMFITTERS LOCAL 486
IN SUPPORT

SENATE BILL 673 / HOUSE BILL 1165 –
STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION
BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Plumbers and Steamfitters Local 486, I respectfully submit this testimony in support of Senate Bill 673 / House Bill 1165.

Local 486 represents highly trained plumbers and steamfitters who perform critical mechanical and piping work on public construction projects across Maryland. Our members are trained through registered apprenticeship programs that combine classroom instruction with extensive on-the-job training.

We support this legislation because it strengthens accountability within the State's procurement framework while preserving flexibility for contractors. Senate Bill 673 / House Bill 1165 does not eliminate existing compliance options. Instead, it ensures that registered apprenticeship programs relied upon for State work are producing measurable outcomes.

A minimum apprenticeship completion rate is a reasonable standard. Programs that do not graduate apprentices fail both workers and employers, while successful programs help maintain a stable, skilled workforce capable of meeting the State's long-term infrastructure needs.

Local 486 believes public dollars should support contractors that are genuinely investing in workforce development. This bill advances that goal while maintaining fairness across the procurement system.

For these reasons, Plumbers and Steamfitters Local 486 respectfully urges a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in cursive script, appearing to read "Pasquale Petrovia".

Pasquale Petrovia
Business Manager
Plumbers and Steamfitters Local 486

M&A_PMC Merchanical_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF ANTHONY C. QUADE JR.
VICE PRESIDENT
PUYENPA MECHANICAL CONSTRUCTION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Anthony C. Quade Jr., and I am a Vice President at Puyenpa Mechanical Construction, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in black ink that reads "Anthony C. Quade Jr." in a cursive script.

Anthony C. Quade Jr.
Vice President- MEP Business Unit
Puyenpa Mechanical Construction
Mechanicsville, Maryland

M&A_Roger Manno_SB673 HB1165 Correspondence_02.18.

Uploaded by: Roger Manno

Position: FAV

Roger P. Manno, Esq.
Attorney at Law
Manno & Associates, LLC
c 202.425.3523
o 888.422.0131
e rmanno@mannoandassociates.com
www.mannoandassociates.com

February 22, 2026

The Honorable Guy Guzzone, Chair
Senate Budget and Taxation Committee
Maryland Senate
Miller Senate Office Building, Room 3 West
11 Bladen Street
Annapolis, Maryland 21401

The Honorable Melissa Wells, Chair
House Government, Labor, and Elections Committee
Maryland House of Delegates
House Office Building
6 Bladen Street
Annapolis, Maryland 21401

RE: Senate Bill 673 / House Bill 1165 – Apprenticeship Graduation Rates

Dear Chair Guzzone, Chair Wells, and Honorable members of the Senate Budget and Taxation Committee and the House Government, Labor, and Elections Committee:

I respectfully submit this testimony in support of Senate Bill 673 / House Bill 1165, relating to apprenticeship graduation rates. I appear in my capacity as an attorney with Manno & Associates, LLC, a government-relations and regulatory law firm engaged in workforce development, large-scale industrial development, and matters affecting complex construction and industrial sectors. I previously served in the Maryland House of Delegates and the Maryland Senate, and currently represent a coordinated consortium spanning the full industrial development ecosystem—including industrial trade organizations, signatory contractors, developers, a joint labor–management organization, and a large trade association—across both public and private-sector projects.

From a legal and policy perspective, Senate Bill 673 / House Bill 1165 addresses an accountability gap in existing law. Current procurement statutes permit participation in a registered apprenticeship program—or contribution to the State Apprenticeship Training Fund—but do not require programs to demonstrate meaningful completion outcomes.

Senate Bill 673 / House Bill 1165 – Correspondence

Registration alone is not a reliable proxy for effectiveness, and some programs graduate only a small fraction of entrants despite public investment.

The legislation corrects this deficiency by requiring that apprenticeship programs used in covered State procurement demonstrate a minimum 25 percent completion rate, as determined by the Maryland Department of Labor. This is not punitive or exclusionary, but a modest, objective baseline aligning procurement requirements with measurable workforce outcomes.

From a legal standpoint, the bill is sound and narrowly tailored. It is trade-neutral, does not mandate union affiliation, preserves existing statutory alternatives—including participation in the State Apprenticeship Training Fund—and relies on an objective metric administered by the appropriate State agency.

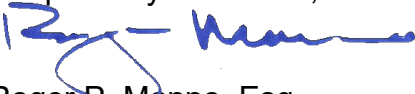
From a workforce and economic perspective, completion—not enrollment—is where the public return on investment occurs. Research shows that apprenticeship benefits accrue most strongly to completers, including higher lifetime earnings, increased tax contributions, reduced reliance on public assistance, and stronger workforce attachment. A completion threshold ensures that State procurement dollars support training models that deliver these outcomes.

As a practitioner representing contractors and employers, I can attest that apprenticeship completion is essential to business viability. Skilled journeyworkers are produced by programs that graduate apprentices, and contractors who invest heavily in training are disadvantaged when low-performing programs are treated as equivalent under procurement law. Senate Bill 673 / House Bill 1165 helps level that field.

Finally, from an equity perspective, apprenticeship opportunity must lead to completion to fulfill its promise. Access alone is insufficient. Programs that graduate apprentices provide the structure and mentoring necessary to translate opportunity into durable economic mobility.

For these reasons, Senate Bill 673 / House Bill 1165 represents prudent, evidence-based policymaking that strengthens workforce outcomes, promotes fiscal stewardship, and reinforces accountability in State procurement. I respectfully urge a **Favorable Report**.

Respectfully submitted,



Roger P. Manno, Esq.
Attorney at Law
Manno & Associates LLC

M&A_Roycroft Local 486_SB673 HB1165_Testimony_FAV.

Uploaded by: Roger Manno

Position: FAV



410.866.5313

PLFIT@486school.org

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Baltimore, Maryland 21237



TESTIMONY OF JOSHUA ROYCROFT

TRAINING COORDINATOR PLUMBERS AND STEAMFITTERS LOCAL 486

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Joshua Roycroft, and I serve as a Training Coordinator for Plumbers and Steamfitters Local 486. I am responsible for overseeing apprentice recruitment, instruction, retention, and progression through our registered apprenticeship program.

I am writing in strong support of Senate Bill 673 / House Bill 1165.

From the perspective of those of us who manage apprenticeship programs day-to-day, completion matters. Apprenticeship is not simply about enrollment; it is about guiding apprentices through classroom instruction, on-the-job training, mentorship, and ultimately graduation into journey-level careers. Programs that fail to complete apprentices do not meet that standard.

Local 486's experience demonstrates why accountability is both achievable and appropriate. Over the past seven years (2019–2025), our apprenticeship program has averaged a 77% completion rate, with graduates continuing to work as journey workers within Local 486. In the current year, we are on track to reach an 81% completion rate, and we expect to onboard at least 100 new apprentices into our program.

These outcomes are the result of intentional investment in instruction, mentoring, and contractor engagement. They show that meaningful completion standards are realistic for programs that are properly structured and committed to apprentice success.

Senate Bill 673 / House Bill 1165 establishes a modest and reasonable baseline by requiring apprenticeship programs used in covered State procurement to demonstrate a minimum 25% completion rate, as determined by the Maryland Department of Labor. This threshold is far below what high-performing programs already achieve, but it is sufficient to ensure that publicly supported programs are producing real workforce outcomes.

From a training perspective, this bill supports program quality, protects apprentices from entering dead-end programs, and reinforces best practices across the apprenticeship system.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Joshua Roycroft

Training Coordinator at UA Local 486 Plumbers and Steamfitters Apprenticeship

M&A_Smalls Local 5_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



PLUMBERS LOCAL UNION NO. 5

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO

4755 Walden Ln. Lanham, MD 20706 • 301-899-7861 (T) • 301-899-7868 (F)



TESTIMONY OF TERRIEA “T” SMALLS, BUSINESS MANAGER
PLUMBERS LOCAL 5
IN SUPPORT

SENATE BILL 673 / HOUSE BILL 1165 –
STATE PROCUREMENT – APPRENTICESHIP PROGRAM ACCOUNTABILITY AND COMPLETION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
AND THE HOUSE GOVERNMENT, LABOR, AND ELECTIONS COMMITTEE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Plumbers Local 5, I respectfully submit this testimony in support of Senate Bill 673 / House Bill 1165.

Plumbers Local 5 represents union plumbers who perform essential work on public construction projects across Maryland. Our members are trained through registered apprenticeship programs that emphasize safety, technical proficiency, and long-term career development.

This legislation strengthens the State’s procurement process by ensuring that apprenticeship programs utilized on State projects are not only registered, but effective. A minimum completion rate is a reasonable measure of whether a program is fulfilling its intended purpose.

Programs that consistently graduate apprentices contribute to workforce readiness and jobsite safety. Programs that do not undermine both workers and the public interest. Senate Bill 673 / House Bill 1165 addresses this concern directly and responsibly.

By maintaining existing compliance options while adding accountability, this bill promotes fairness and workforce quality without imposing unnecessary burdens.

For these reasons, Plumbers Local 5 respectfully urges a favorable report.

Sincerely,

Terriea “T” Smalls
Business Manager / FST
Plumbers Local 5

Terriea “T” L. Smalls
Business Mgr. / Financial Sec-Treas.

Michael S. Canales, Jr.
Asst. Business Manager

Anthony A. Solis
Business Rep. and Organizer

Julius Wright
Business Rep. and Organizer

M&A_Welch Rushe_SH673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF W. Thomas French
Division Manager
Welch and Rushe

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is W. Thomas French, and I am Division Manager at Welch and Rushe, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,,

W. Thomas French

W. Thomas French
Division Manager
Welch and Rushe
Upper Marlboro, MD

M&A_Yunmy Carroll_SB673 HB1165_Testimony_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF YUNMY Z. CARROLL

REPRESENTATIVE OF "WOMEN OF LOCAL 602 STEAMFITTERS UNION" GROUP

SB673 / HB1165 – FAVORABLE

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of the Women of Local 602 Steamfitters Union, I write in strong support of Senate Bill 673 / House Bill 1165.

My group, Women of Local 602 Steamfitters Union, was organized for the acceptance, preservation and livelihood of the women of our trade union, Steamfitters Local 602. Our mission as member of this group is to be dedicated to recruit, retain, mentor and support our membership while working side by side within our Brethren. We work to inspire and empower each other to seek out opportunities to promote our local union, and seek to take the initiative to work with the community and the Brotherhood to encourage and cultivate a diverse membership.

Registered apprenticeship programs are essential to recruiting, retaining, and supporting women in the skilled trades. These programs provide structure, mentorship, and fair wages that allow women to build lasting careers.

SB 673 / HB 1165 reinforces apprenticeship standards and helps ensure these pathways remain accessible, credible, and effective.

We respectfully urge a favorable report.

Sincerely,

Yunmy Z. Carroll

MULTIPLE CERTIFIED INSTRUCTORS_SB673 HB1065_FAV.pdf

Uploaded by: Roger Manno

Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



Mechanical Contractors, D.C.
Association, Inc.

INDUSTRIAL
COMMERCIAL
RESIDENTIAL

CONSTRUCTION
SERVICE AND
REPAIR



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Brandon Jones

Full-Time Instructor

Washington, D.C. Joint Plumbing Apprenticeship

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



Mechanical Contractors, D.C.
Association, Inc.

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REPAIR



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

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From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jack Schoen', is written over a large, light-colored circular mark.

Jack Schoen

Full-Time Instructor

Washington, D.C. Joint Plumbing Apprenticeship

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS



Mechanical Contractors, D.C.
Association, Inc.

INDUSTRIAL
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RESIDENTIAL

CONSTRUCTION
SERVICE AND
REPAIR

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

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From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

John Cerniglia

Full-Time Instructor

Washington, D.C. Joint Plumbing Apprenticeship

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS



Mechanical Contractors, D.C.
Association, Inc.

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SERVICE AND
REPAIR

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Mason Holden
Full-Time Instructor
Washington, D.C. Joint Plumbing Apprenticeship

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



Mechanical Contractors, D.C.
Association, Inc.

INDUSTRIAL
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SERVICE AND
REPAIR



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of The Washington, D.C. Joint Plumbing Apprenticeship, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Tom Kilby
Full-Time Instructor
Washington, D.C. Joint Plumbing Apprenticeship

MULTIPLE CONTRACTORS testimony_SB673 HB1165_FAV.pdf

Uploaded by: Roger Manno

Position: FAV



TESTIMONY OF CHRISTOPHER KENT
PRE-CONSTRUCTION EXECUTIVE
ADJ MECHANICAL

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Christopher Kent and I am a Pre-Construction Executive at ADJ Mechanical, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Christopher Kent
Pre-Construction Executive
ADJ Mechanical
White Plains, Maryland

TESTIMONY OF Reuben D. Ford, Jr., President, C.R.W. Mechanical, Inc.

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Rudy Ford, and I am the President, Owner & Operator of C.R.W. Mechanical, Inc., a Prince George's County, Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

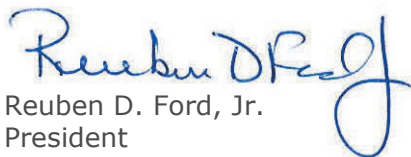
As a contractor, our HVAC & Plumbing business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

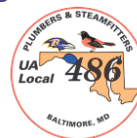
Respectfully Submitted,
CRW Mechanical, Inc.



Reuben D. Ford, Jr.
President
Lanham, Prince George's County, Maryland

Your Property. Our Priority.

Proudly celebrating our 36th year serving our customers!





TESTIMONY OF MARK CROCKETT
OWNER

CROCKETT FACILITIES SERVICES, INC.

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Mark Crockett, and I am the Owner at Crockett Facilities Services, Inc, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Mark Crockett

Owner

Crockett Facilities Services, Inc.

Lanham, Maryland



7640-A Airpark Road Gaithersburg, Maryland 20879-4155 (301) 670-0970 Fax (301) 840-9705

TESTIMONY OF EVERETT LUCAS
VICE PRESIDENT
DENSEL COMPANY

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Everett Lucas, and I am a Vice President at Densel Company, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Everett Lucas

Everett Lucas
Vice President
Densel Company
Gaithersburg, Maryland





Air Conditioning * Refrigeration * Heating
Interstate Service Company, Inc.

4101 Utah Avenue

Brentwood, Maryland 20722

* Office (301) 864-2121 * Fax (301) 864-1282

TESTIMONY OF HEATHER D'JANGALI, CFO
INTERSTATE SERVICE COMPANY, INC.

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Heather D'Jangali, and I am a CFO at Interstate Service Company, Inc. a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors. Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce. For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Heather D'Jangali, CFO

INTERSTATE SERVICE CO, INC.

BRENTWOOD, MD 20722

Residential
Commercial
Industrial

Madden Plumbing and HVAC, Inc.

6872 Distribution Dr.
Beltsville Maryland 20705
Phone (301) 937-1000

TESTIMONY OF AIMEE HEROLD, VICE PRESIDENT
MADDEN PLUMBING AND HVAC, INC.

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Aimee Herold and I am the Vice President of Madden Plumbing and HVAC, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,



Aimee Herold
Vice President
Madden Plumbing and HVAC, Inc.
Beltsville, Maryland



Main Office
6711 Distribution Drive
Beltsville, MD 20705
Phone (301) 931-9300
Fax (301) 931-0369

2228 Page Road, Ste 101
Durham, NC 27703
Phone (919) 381-5065
Fax (919) 381-5095

AIR BALANCE, WATER BALANCE, SOUND CONTROL, AND SYSTEM ADJUSTMENTS

TESTIMONY OF Michael Moran
Vice President
Comfort Control Inc.
BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Michael Moran, and I am a Vice President at Comfort Control Inc. a Maryland-based mechanical contracting firm since 1966. I am writing in support of Senate Bill 673 / House Bill 1165. As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce. For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Michael Moran

Sincerely,
Michael Moran
Vice President
Comfort Control Inc.
Beltsville, Maryland

BOLAND

30 West Watkins Mill Road ■ Gaithersburg, MD 20878

Office: (240) 306-3000 ■ www.boland.com ■ info@boland.com

TESTIMONY OF SEAN F.X. BOLAND, JR.
PRESIDENT, BOLAND
BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

February 23, 2026

Dear Chair Guzzone and Honorable Members of the Committee:

I am writing in support of Senate Bill 673 / House Bill 1165.


Boland is a family-owned mechanical contracting firm in business in Maryland since 1960. As president, I can attest that our business and our clients depend on the highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,


Sean F.X. Boland, Jr.
President

We Are Not Comfortable Until You Are



TESTIMONY OF JOE ROETERING

CEO & PRESIDENT

HAVTECH SERVICE, LLC

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Joe Roetering, and I am the CEO & President at Havtech Service, LLC, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

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

Joe Roetering
CEO & President
Havtech Service, LLC
Columbia, Maryland



8520 PEPKO PLACE
SUITE 100
UPPER MARLBORO, MD 20772

TESTIMONY OF Daniel Wilson
Senior Vice President
Harris Mid-Atlantic, LLC

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Daniel Wilson, and I am a Senior Vice President at Harris Mid-Atlantic, LLC, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Senior Vice President
Harris Mid-Atlantic, LLC
Upper Marlboro, Maryland



Corporate Office 2559 State Route 88 Finleyville, PA 15332 • P: 724-348-2000 • F: 724-348-7001

TESTIMONY OF RICHARD FORREST
OPERATIONS MANAGER
W.G. TOMKO, INC.

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Richard Forrest, and I am an Operations Manager at W.G. Tomko, Inc., a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

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For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Richard Forrest
Operations Manager
W.G. Tomko, Inc.
Baltimore, MD

A handwritten signature in blue ink that reads "Richard Forrest".



National Electrical Contractors Association Washington, D.C. Chapter

address: 4200 Evergreen Lane, Suite 335, Annandale, Virginia 22003-3252

website: wdcneca.org | **phone:** 703.658.4383 | **fax:** 703.658.4387

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is JT Thomas, and I am the Executive Director for the Washington DC Chapter of the National Electrical Contractors Association, a DMV-based association representing electrical contractors who perform work throughout the state of Maryland. I am writing in support of Senate Bill 673 / House Bill 1165.

As an association, our members' businesses depend on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that *actually* train and graduate skilled workers. For our contractors who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

JT Thomas
Executive Director
Washington DC NECA



Article SB673.pdf

Uploaded by: Thomas Bello

Position: FAV



TESTIMONY OF W. Thomas French
Division Manager
Welch and Rushe

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is W. Thomas French, and I am Division Manager at Welch and Rushe, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

W. Thomas French

W. Thomas French
Division Manager
Welch and Rushe
Upper Marlboro, MD

MCA SENATE BILL 673 HOUSE BILL 1165.pdf

Uploaded by: Thomas Bello

Position: FAV

JOURNEYMAN

Mechanical Contractors, Inc.
2125 Baldwin Avenue, Suite #19-B
Crofton, MD. 21114
Phone 301-261-6200 / Fax 301-261-0406
E-mail Address: dmackin@journeyman-mechanical.com

February 23, 2026

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE
SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Derril Mackin and I am a President at Journeyman Mechanical Contractors, Inc., a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

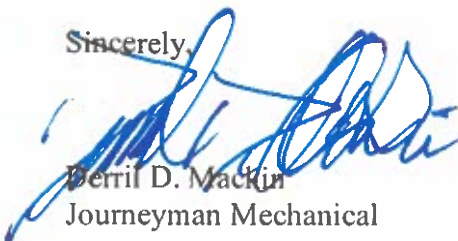
As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Completion of apprenticeship is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,



Derril D. Mackin
Journeyman Mechanical

PMC- Letter Regarding Senate Bill 673 - House Bill

Uploaded by: Thomas Bello

Position: FAV



TESTIMONY OF ANTHONY C. QUADE JR.
VICE PRESIDENT
PUYENPA MECHANICAL CONSTRUCTION

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Anthony C. Quade Jr., and I am a Vice President at Puyenpa Mechanical Construction, a Maryland-based mechanical contracting firm. I am writing in support of Senate Bill 673 / House Bill 1165.

As a contractor, our business depends on highly skilled workers trained through registered apprenticeship programs. Apprenticeship completion is essential to our ability to deliver safe, high-quality work, meet project schedules, and remain competitive.

This bill is straightforward. It simply requires that apprenticeship programs used on covered State contracts demonstrate a minimum 25% completion (graduation) rate, as determined by the Maryland Department of Labor. This is a reasonable standard that supports legitimate apprenticeship programs and responsible contractors.

Senate Bill 673 / House Bill 1165 helps ensure that public procurement supports apprenticeship programs that actually train and graduate skilled workers. For contractors like us who invest in workforce development, this bill levels the playing field and strengthens the construction workforce.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Anthony C. Quade Jr.
Vice President- MEP Business Unit
Puyenpa Mechanical Construction
Mechanicsville, Maryland

Support for SB 673 - HB 1165.pdf

Uploaded by: Tom Buckley

Position: FAV

PLUMBERS AND PIPEFITTERS APPRENTICESHIP

WASHINGTON, D.C., JOINT PLUMBING APPRENTICE COMMITTEE

5000 Forbes Boulevard • Lanham, Maryland 20706

Christopher G. Biondi, Training Director

Telephone: (301) 552-3505 Fax: (301) 552-2805

Email: info@plumbersualocal5training.com



Mechanical Contractors Association
of Metropolitan Washington
Mechanical Contractors, D.C.
Association, Inc.

INDUSTRIAL
COMMERCIAL
RESIDENTIAL

CONSTRUCTION
SERVICE AND
REPAIR



U. A. Local Union No. 5
Washington, D.C.

PLUMBERS
GASFITTERS
WELDERS
SERVICE TECHNICIANS

RE: SUPPORT FOR SENATE BILL 673 / HOUSE BILL 1165

Dear Chair Guzzone, Chair Wells, and Honorable Members of the Committees:

On behalf of Local 5 Plumbers and Gasfitters, I write in support of Senate Bill 673 / House Bill 1165.

Our organization works closely with the Mid-Atlantic Pipe Trades and their signatory contractors on workforce development, training, and industry collaboration. We see firsthand the importance of apprenticeship programs that not only enroll participants, but support them through completion and into long-term careers.

Senate Bill 673 / House Bill 1165 establishes a modest accountability standard by requiring a 25 percent apprenticeship completion rate for programs used in covered State procurement. This approach reinforces program quality, protects apprentices, and ensures that public resources support training models that deliver measurable outcomes.

From our perspective, apprenticeship opportunity must lead to completion to fulfill its promise—for workers, employers, and the broader economy. This bill advances that goal in a balanced and responsible manner.

We respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

A handwritten signature in blue ink that reads 'Thomas Buckley'. The signature is fluid and cursive.

Thomas Buckley

Training Coordinator

Local 5 Plumbers and Gasfitters Apprenticeship Training Program

SB 673 Apprenticeship Accountability 2026 SUPPORT

Uploaded by: Tom Clark

Position: FAV



International Brotherhood of Electrical Workers

CHRISTOPHER M. CASH: Business Manager • THOMAS C. MYERS: President • RICHARD D. WILKINSON: Vice President
WILLIAM T. NG: Financial Secretary • RICHARD G. MURPHY: Recording Secretary • MARK F. PONTELLO: Treasurer



TESTIMONY IN SUPPORT of SB 673 STATE PROCUREMENT-APPRENTICESHIP ACCOUNTABILITY February 25, 2026

TO: Chair Guzzone, Vice Chair Rosapepe and Members of the Senate Budget & Taxation Committee

FROM: Tom Clark, Political Director, Intl' Brotherhood of Electrical Workers Local 26

Mr. Chair, Mr. Vice Chair and members of the Committee, I ask that you join me **in full support of SB 673**, an Apprenticeship Accountability and Completion program. This bill just asks for minimal standards of completion of all apprenticeship programs.

Over the past 4 years, Annapolis has seen numerous Apprenticeship bills being filed in the legislature. The reasons are many: the extreme costs of higher education, the need of skilled tradesmen, the remarkable results of on-the-job training coupled with classroom work, and the fact that Governor Moore is a huge proponent of Apprenticeships. Because of the popularity of these programs, we often see institutions and companies trying to cheat the program and therefore cheat the young Maryland workers, looking for a trade and skill. A lot of bills before you encourage companies to use the apprenticeship model, therefore procuring state contracts. Having said that, we now notice companies and institutions setting up "fake" or unqualified instructional programs. Therefore, skirting their commitment to the state and those who seek the professional training they need to succeed. Taxpayers should **not** subsidize apprenticeship programs that fail to graduate apprentices.

SB 673 only asks a bare minimum of 25% graduation rate. Once again, that is bare minimum. If you are not graduating at least 25% you are running a sham program and depriving young people of a career and the taxpayers of their hard-earned money. Most schools and institutions are honest and run qualified programs. For example, IBEW 26 runs one of the most premiere Apprenticeship programs in the country. It is academically tough, and the on-the-job training is rigorous, yet we graduate over 70% of the participants. These graduates are now suited for a stable career, with no college debt, full healthcare for life, an annuity and a defined pension, at no cost to the state.

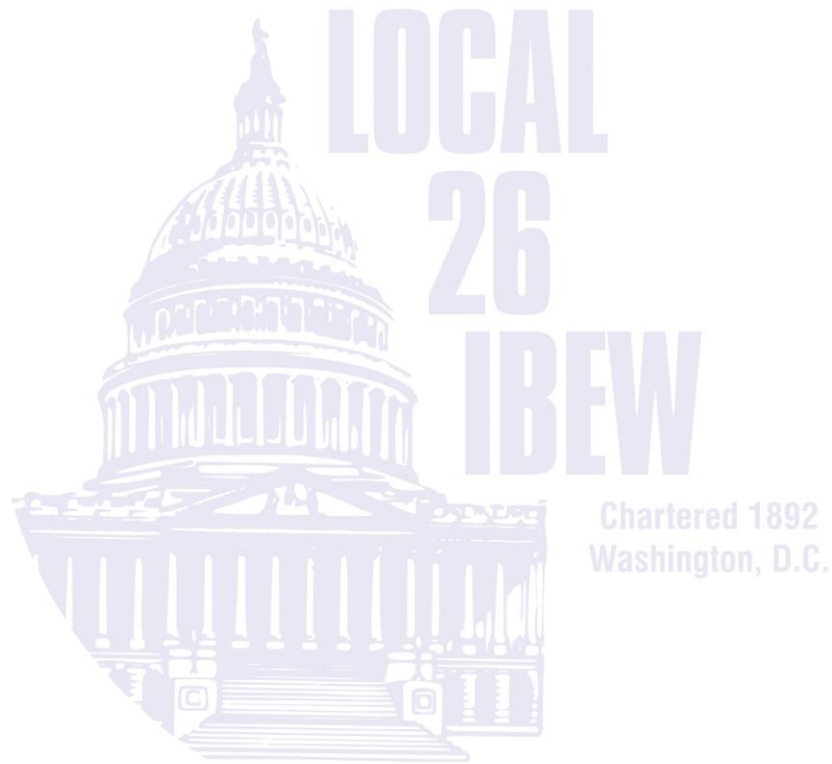
I ask you to consider these minimal standards and **support SB 673**. Thank you





International Brotherhood of Electrical Workers

CHRISTOPHER M. CASH: Business Manager • THOMAS C. MYERS: President • RICHARD D. WILKINSON: Vice President
WILLIAM T. NG: Financial Secretary • RICHARD G. MURPHY: Recording Secretary • MARK F. PONTELLO: Treasurer



SB673_MD Labor_FWA.pdf

Uploaded by: Andrew Fulginiti

Position: FWA

MARYLAND DEPARTMENT OF LABOR TESTIMONY ON SENATE BILL 673

TO: State Procurement - Apprenticeship Program Accountability and Completion
FROM: Maryland Department of Labor (MD Labor)
DATE: February 25, 2026
BILL: State Procurement - Apprenticeship Program Accountability and Completion

MD LABOR POSITION: FAVORABLE WITH AMENDMENTS

SB673 would amend the definition of “Registered Apprenticeship program” to stipulate that programs must have a completion rate of 25%, as determined by the Maryland Department of Labor (MD Labor), to access certain State procurement contracts.

The Division of Workforce Development and Adult Learning (DWDAL) within MD Labor operates as Maryland’s State Apprenticeship Agency; the Department is in support of SB673 with several amendments, outlined below.

Specifically, MD Labor requests that the following amendments be added to SB673:

1. Inclusion of definitions for “apprenticeship cohort,” “completion rate,” and the different types of Registered Apprenticeship programs, such as “group joint apprenticeship program” and “individual non-joint apprenticeship program,” to provide increased clarity to practitioners;
2. Updating language to clarify that new Registered Apprenticeship programs are still eligible for procurement contracts by stating the completion percentage requirement *only* applies to programs that have graduated at least one cohort;
3. Technical change to say that the Department **verifies**, rather than “determines,” completion rates; and,
4. Technical change to the statute established by the 2025 Procurement Reform Act to clarify that covered procurements of \$1,000,000 or more shall utilize a Registered Apprenticeship program **or** an eligible internship program.

MD Labor encourages conversations to improve the strength of Registered Apprenticeship programs and respectfully asks the Committee to issue a favorable report on SB673 **with** the attached amendments.

For questions, please contact Andrew Fulginiti at Andrew.Fulginiti@maryland.gov.

MDCC_SB 673_Unfavorable.pdf

Uploaded by: Grason Wiggins

Position: UNF



Senate Bill 673

Position: Unfavorable

Committee: Budget and Tax

Date: February 25, 2026

Founded in 1968, the Maryland Chamber of Commerce (the Chamber) is the leading voice for business in Maryland. We are a statewide coalition of more than 7,000 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.

Senate Bill 673 (SB 673) proposes that apprenticeship programs linked to State contracts maintain a minimum completion rate of 25%, as measured by the Maryland Department of Labor. While supporting successful apprenticeships is a worthwhile goal, setting a fixed statutory threshold reduces flexibility and does not account for the wide variety of training programs across industries.

Completion rates are shaped by factors beyond an employer's control, such as the backgrounds and circumstances of individual apprentices, shifts in the economy, and challenges in the training pipeline. Enforcing a strict percentage could inadvertently exclude effective apprenticeship programs that are still developing but deliver significant long-term workforce benefits.

Smaller businesses and contractors often use apprenticeship programs to attract and train talent because they lack large, experienced labor forces. Completion rate requirements may unintentionally deter these employers from participating in apprenticeship initiatives or pursuing State contracts, for fear that failing to meet the mandate could affect eligibility. This could reduce competition for public projects and slow economic growth, running counter to the bill's intention of strengthening workforce development.

The bill establishes the 25% completion rate without clear evidence that this figure improves employment outcomes or enhances training quality. Workforce development is a complex issue, and effective policy should rely on data and input from stakeholders. Codifying an arbitrary target could lock in standards that may become outdated or ineffective, rather than allowing the Department of Labor to set and adjust benchmarks in response to performance data, industry trends, and best practices.

Linking State contract eligibility to apprenticeship completion metrics could discourage participation and drive up costs. Additionally, contractors may pass administrative burdens onto the State or opt out of certain contracts, particularly in specialized trades with limited apprenticeship infrastructure. The outcome could be fewer competitive bids and higher costs for public projects. For these reasons, the Maryland Chamber respectfully requests an unfavorable report on SB 673.

S.B. 673 – STATE PROCUREMENT- APPRENTICESHIP PROGR

Uploaded by: Matthew Teffeu

Position: UNF



Maryland Joint
Legislative Committee

February 25, 2026

The Voice of Merit Construction

Mike Henderson

President

*Greater Baltimore Chapter
mhenderson@abcbaltimore.org*

Chris Garvey

President & CEO

*Chesapeake Shores Chapter
cgarvey@abc-chesapeake.org*

Dan Bond CAE

President & CEO

*Metro Washington Chapter
dbond@abcmetrowashington.org*

Jennifer Harris

Chairman

*Joint Legislative Committee
jharris@pecklaw.com*

Matthew Tefteau

*Director of Government Affairs
Metro Washington Chapter
mteffeau@abcmetrowashington.org*

Additional representation by:
Harris Jones & Malone, LLC

6901 Muirkirk Meadows Drive
Suite F
Beltsville, MD 20705
(T) (301) 595-9711
(F) (301) 595-9718

TO: BUDGET AND TAXATION COMMITTEE

FROM: ASSOCIATED BUILDERS AND CONTRACTORS

RE: S.B. 673 – STATE PROCUREMENT- APPRENTICESHIP PROGRAM
ACCOUNTABILITY AND COMPLETION

POSITION: OPPOSE

The Associated Builders and Contractors of Maryland appreciates the opportunity to opine on **SB 673** which is before you today for consideration. The members of ABC believe in the tenets of free enterprise, investing in their workforce and giving back to the communities in which they live, work and play.

Thank you for the opportunity to submit testimony on **SB 673**. I respectfully oppose this bill *as currently drafted* because it creates rigid new requirements for apprenticeship programs tied to State procurement that may undermine workforce development goals and have unintended consequences for small businesses and the broader labor market.

Prescriptive Completion Rate Requirements Undermine Flexibility

SB 673 would require that apprenticeship programs connected to State procurement contracts achieve a minimum 25% completion rate, as determined by the Maryland Department of Labor. While the intent to promote successful apprenticeships is understandable, imposing a hard numeric threshold at the statute level removes flexibility and fails to recognize the diverse nature of training programs across industries. Completion rates are influenced by many factors outside the control of employers, including the education and circumstances of individual apprentices, economic fluctuations, and training pipeline challenges. Mandating a rigid percentage risks disqualifying otherwise effective apprenticeship pathways that are still maturing but deliver long-term workforce outcomes.

Unintended Barriers for Small and Emerging Employers

Small businesses and contractors often rely on apprenticeship programs as a recruitment and training strategy precisely because they lack deep, experienced labor pools. Completion rate mandates may inadvertently discourage these employers from participating in apprenticeship programs or from bidding on State contracts if they fear non-compliance could jeopardize their eligibility. This could narrow competition for public work and slow economic growth, counteracting the bill's goal of strengthening workforce development.





Lack of Evidence That a 25% Threshold Improves Outcomes

The bill establishes its completion rate without evidence that the 25% figure meaningfully correlates with better employment outcomes or higher quality training. Workforce development is complex, and policies should be informed by data and stakeholder input. Setting an arbitrary benchmark in statute can lock in policy that may be outdated or ineffective, rather than allowing the Department of Labor to adjust standards responsively based on performance metrics, industry needs, and evolving best practices.

Administrative Burden and Oversight Risks

Requiring the Department of Labor to determine and enforce statutory completion standards adds administrative burden without clear guidance on oversight, appeals, or support to help programs improve. This could draw resources away from other priorities such as expanding enrollment, enhancing student support services, and strengthening employer engagement.

Potential for Reduced Procurement Participation

By tying procurement eligibility to apprenticeship metrics, **SB 673** risks chilling bidder participation and increasing costs. Contractors may pass administrative costs on to the State or avoid certain contracts, especially in specialized trades where apprenticeship infrastructure is limited. The result could be fewer competitive bids and higher prices for public projects.

For these reasons, we urge the Committee to oppose **SB 673** in its current form. Workforce development and apprenticeship completion are important policy goals, but they should be advanced through evidence-based, flexible strategies supported by data and stakeholder collaboration rather than rigid statutory thresholds that could hinder economic opportunity and limit participation in State procurement. Thank you for your consideration.

Matt Teffeau
Director of Government Affairs



SB673_LOI_State Procurement-Apprenticeship Program

Uploaded by: Kevin O'Keeffe

Position: INFO

February 25, 2026

To: Members of the Senate Budget and Taxation Committee

From: Independent Electrical Contractors (IEC) Chesapeake

Re: **Letter of Information Senate Bill (SB) 673 – State Procurement -
Apprenticeship Program Accountability and Completion**

IEC Chesapeake membership includes 150 contractors and 70 business partners. IEC Chesapeake members represent approximately 9,000 employees. In addition, it has approximately 1,300 electrical apprentices. IEC Chesapeake offers the following information for the Committee's consideration.

As the Committee deliberates SB673, IEC Chesapeake would like to recommend the probationary period, which is 25% the total duration of a program, not be counted to mirror the same process that the U.S. Department of Labor follows. Another recommendation from IEC Chesapeake is for the Committee to better define what is meant by a 25% completion rate as determined by 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@iecchesapeake.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.