



## MARYLAND STATE & D.C. AFL-CIO

*Affiliated with the National AFL-CIO*

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### **HB 314 - Automation Technology Deployment Assessment and Displaced Employee Retraining Fund - Established**

#### **House Economic Matters Committee**

**February 4, 2026**

#### **SUPPORT**

**Donna S. Edwards**

**President**

#### **Maryland State and DC AFL-CIO**

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of HB 314. On behalf of 700 affiliated unions, I offer the following comments.

HB 314 is an important and timely first step for employees who will lose their jobs due to automation. As automation and AI technologies accelerate across industries, too many workers are displaced without any meaningful safety net or accountability for employers. Ensuring that workers are protected and have access back into stable employment is essential, and this legislation provides a dedicated funding source to make that possible.

The overall concept of HB 314 moves our state in the right direction. By requiring employers to report on the automation technologies they deploy, the number of employees affected, and the circumstances of those departures, the bill gives the state the data it needs to prepare for and understand the significant impacts of automation on Maryland's workforce.

In particular, we strongly support the tracking and reporting requirements laid out in the bill. Without accurate, transparent information about jobs lost to automation, the State and workers are left in the dark. HB 314 holds employers accountable. Companies that choose to deploy automation in ways that displace workers must share in the cost. The assessment ensures that employers cannot just rid themselves of workers to pad their pockets by using emerging technologies. The bill also imposes penalties for failing to pay into the Retraining Fund. This accountability framework is critical to ensuring that employers who profit from automation also contribute to the solutions.

This legislation lays the groundwork for a more responsible approach to automation, one that recognizes workers' contributions and ensures they are not left behind.

For these reasons, we urge a favorable report on HB 314.



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