



# METROPOLITAN BALTIMORE COUNCIL AFL-CIO Unions

**HB 1295 Vehicle Laws - Fully Autonomous Vehicles  
Environment and Transportation Committee  
March 5th, 2026  
Unfavorable**

To: Chair & members of the House Environment and Transportation Committee

From: Courtney Jenkins, President, Metropolitan Baltimore Council AFL-CIO Unions

Chair and Members of the Committee:

My name is Courtney Jenkins, and I am proud to serve as President of the Metro Baltimore AFL CIO, representing thousands of union members and working families across our region. I write today in strong opposition to House Bill 1295.

While this legislation is framed as forward thinking innovation, in reality it opens the door to the widespread deployment of fully autonomous vehicles without any meaningful protections for the workers whose livelihoods will be directly impacted. The transportation sector provides stable, middle class careers for thousands of Marylanders, including truck drivers, bus operators, delivery drivers, train workers, and other skilled professionals who move our economy every single day. These are jobs that put food on the table, pay mortgages, and support local businesses. HB 1295 creates a clear pathway to replacing those workers with machines, with no transition plan and no safety net.

The bill contains technical standards for autonomous vehicles, but it is silent on the human cost. There are no worker retraining requirements, no wage protections, no job placement guarantees, and no workforce impact assessments. That omission speaks volumes. Innovation cannot come at the expense of working families. When technology is deployed without guardrails, it is not progress; it is displacement.

Beyond the economic threat, this legislation also raises serious safety concerns. Professional drivers are trained, licensed, and accountable. They make judgment calls in unpredictable conditions, respond to emergencies, and protect passengers and the public. Removing human oversight without clear safeguards prioritizes corporate interests over public safety and worker safety.



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The Metro Baltimore AFL CIO believes in progress, but we also believe that progress must include working people. If the General Assembly wishes to explore autonomous vehicle policy, it must do so in a way that protects jobs, requires workforce impact studies, ensures meaningful human oversight, and includes labor at the table. Without those protections, HB 1295 threatens good union jobs and weakens the economic foundation of our communities.

For these reasons, we respectfully urge an unfavorable report on House Bill 1295.

Thank you for your consideration.

Courtney Jenkins  
President  
Metropolitan Baltimore Council AFL CIO