



LOCAL UNION 410
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

January 23, 2026

Committee: Environment and Transportation

Testimony on HB0001 – Investor-Owned Electric, Gas, and Gas and Electric Companies – Cost Recovery- Limitations

Position: Favorable

Hearing Date: January 27, 2026

Good afternoon, Chairman Korman, Vice Chair Guyton, and members of the Environment and Transportation Committee:

My name is Brian Terwilliger, and I am the Assistant Business Manager for Local Union 410 of the International Brotherhood of Electrical Workers (“IBEW Local 410” or “the Union”).

On behalf of the International Brotherhood of Electrical Workers (IBEW) Local 410, which proudly represents over 1,400 utility workers in the Baltimore metropolitan area, including employees of Baltimore Gas and Electric, I am writing to express our strong support for House Bill 1. As a union dedicated to advocating for fair wages, safe working conditions, and equitable treatment for our members, we believe this legislation represents a critical step toward ensuring accountability and fairness in the operations of investor-owned utilities in Maryland.

House Bill 1 addresses longstanding concerns about how public service companies recover costs through rates, particularly those related to executive compensation and discretionary expenditures. By prohibiting the recovery of bonuses except in cases where they are protected by pre-existing employment contracts or valid collective bargaining agreements, the bill safeguards the hard-earned benefits of union workers while preventing utilities from passing excessive executive perks onto ratepayers. This provision aligns directly with our union's values, as it respects collective bargaining rights and ensures that bonuses for frontline workers—negotiated through fair labor agreements—are preserved.

Additionally, the bill's limitations on supervisor compensation exceeding 110% of the maximum annual salary payable to a member of the Public Service Commission, along

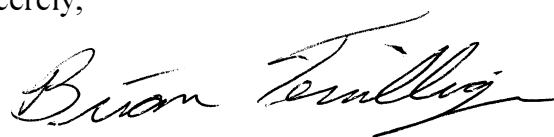
Local 410, Int. Brotherhood of Electrical Workers (IBEW)
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with the requirement for boards of directors to adopt reasonable cost controls on expenditures such as entertainment, renovations, transportation, and performance incentives, will promote fiscal responsibility. These measures will help keep utility rates affordable for Maryland families and businesses, reducing the burden on working-class consumers who often bear the brunt of unchecked corporate spending. In an era of rising energy costs, this legislation ensures that ratepayer dollars are directed toward essential services and infrastructure improvements rather than lavish executive benefits.

IBEW Local 410 members are on the front lines every day, maintaining and upgrading Maryland's energy infrastructure to provide reliable service. We support policies that foster a balanced approach to utility regulation, protecting both workers and the public from unnecessary cost escalations. House Bill 1 strikes this balance effectively and will contribute to a more equitable energy sector in our state.

We commend you for introducing this important legislation and urge the Environment and Transportation Committee, as well as the full House of Delegates, to pass House Bill 1 without delay. IBEW Local 410 stands ready to provide any additional information or testimony in support of this bill. Please do not hesitate to contact me at the above address or phone number.

Sincerely,

A handwritten signature in black ink, reading "Brian Terwilliger". The signature is fluid and cursive, with the first name "Brian" and last name "Terwilliger" clearly distinguishable.

Brian Terwilliger
IBEW Local 410
Assistant Business Manager