



TESTIMONY

COMMITTEE: House Government, Labor, and Elections

DATE: February 5, 2026

POSITION: Unfavorable

BILL: HB 203

The Maryland Municipal League (MML) opposes House Bill 203, Labor and Employment - Training Repayment Agreements – Prohibition.

HB 203 prohibits employers from entering into a training repayment agreement with employees as defined by the bill and assigns penalties against employers for non-compliance.

Municipal governments employ people in a variety of positions, some of which require specialty training; in some cases this training is mandatory to maintain a license or remain in good standing. In many instances, municipal governments use employer-paid training as a recruitment tool to fill these positions. Other more general training, such as professional development or tuition reimbursement, can be widely applicable across the entire employee base.

The provisions of this bill remove the incentive for municipal governments to provide this type of fringe benefit if there is no guarantee that the employee will stay long enough for the employer to see a return on that investment. Public sector employers often cannot match the private sector in terms of salary, but benefits such as this one are often used.

For these reasons, the League respectfully requests that the committee provide House Bill 203 with an unfavorable report.

For more information relating to this piece of testimony, please contact:

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Municipalities in Maryland support 42,000 jobs.