



MARYLAND  
NURSERY, LANDSCAPE  
AND GREENHOUSE  
ASSOCIATION, INC.

February 24, 2026

The Honorable Melissa R. Wells  
Chairman, Government, Labor, and Elections Committee  
Lowe House Office Building, Room 142  
6 Bladen Street  
Annapolis, MD 21401

RE: Unfavorable on House Bill 1108 – Labor and Employment – Greenhouse Workers – Collective Bargaining and Heat Protection

Dear Chairman Wells:

The Maryland Nursery, Landscape and Greenhouse Association (MNLGA) thanks you for the opportunity to offer comments on House Bill 1108 – *Labor and Employment – Greenhouse Workers – Collective Bargaining and Heat Protection*. MNLGA represents all constituent groups of the horticulture industry, including landscape, garden centers, interiorscape, grounds maintenance, nursery, greenhouse, arboriculture, botanical gardens and other allied businesses. MNLGA respectfully opposes this legislation and urges the Committee to issue an unfavorable report.

House Bill 1108 singles out any worker who works with plants in an environmentally controlled enclosed structure (e.g., indoor grow and greenhouse workers), and grants them collective bargaining rights that no other agricultural workers in Maryland possess. While the National Labor Relations Act (NLRA) excludes agricultural employees from its jurisdiction, this bill would provide workers at enclosed conditioned structures and greenhouse workers—a narrow subset of agricultural employees—with collective bargaining rights unavailable to any other agricultural workers in the State.

This approach is unprecedented: while some states have enacted collective bargaining rights for all agricultural workers, no state has ever carved out only a specific subset of agricultural workers for special treatment. The practical effect of this legislation specifically targets plant businesses that cultivate in enclosed conditioned structures or greenhouses, imposing unique regulatory burdens not faced by any other agricultural operation in the State.

Further, proposed Section 4-703(A)(5) would authorize the Secretary of Labor to create procedures "for resolving an impasse between the parties." This provision is concerning because it seemingly contemplates that a third party—neither the employer nor the union—would dictate and impose terms that one or more parties were unwilling to voluntarily accept. While public-sector unions may resolve disputes through binding arbitration or similar mechanisms, such procedures are not imposed upon private-sector employers under the NLRA, where parties resolve disputes through continued bargaining or lawful strikes or lockouts. Introducing compulsory dispute resolution departs from long-established labor policy and subjects Maryland businesses to obligations exceeding those faced by counterparts in other states.

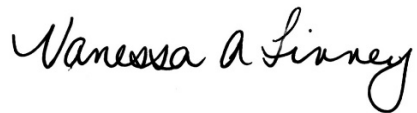
Vanessa A. Finney, Executive Director

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Additionally, the bill's heat stress provisions are unnecessary. Maryland has already implemented comprehensive heat stress regulations that apply to all workers. This bill imposes additional requirements for workers at plant businesses that cultivate in enclosed conditioned structures or greenhouses that exceed existing statewide regulations. There is no policy reason to impose heightened requirements on one narrow subset of agricultural workers when comprehensive protections already exist. Workers in other agricultural settings, unconditioned warehouses, or outdoor environments may face equal or greater heat stress risks, making this arbitrary distinction counterproductive.

In sum, this bill is an unprecedented measure that seemingly singles out cultivators who grow plants in enclosed conditioned structures or greenhouses for special labor requirements not imposed on any other agricultural operations. It also duplicates existing heat stress protections unnecessarily. For the foregoing reasons, MNLGA respectfully urges the Committee to issue an unfavorable report on House Bill 1108.

Respectfully submitted,

A handwritten signature in cursive script that reads "Vanessa A. Finney". The signature is written in black ink and is positioned below the typed name.

Vanessa A. Finney