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**TESTIMONY OF SEIU 32BJ
SENATE BILL 63/ HOUSE BILL 74 2026**

Thank you for the opportunity to testify on behalf of SEIU Local 32BJ in support of SB 63/ HB 74, which would require state construction and service contracts to include an equitable adjustment clause, allowing for cost adjustments when statutory labor standards or collective bargaining agreements raise the minimum required compensation for workers employed on the contracts.

SEIU 32BJ represents 185,000 members across 11 states and Washington, D.C., with 4,500 members in Maryland. Our members provide essential services in public facilities, commercial and residential buildings, airports, and a variety of other locations. 32BJ supports this reform because we understand just how critically important it is to reducing worker turnover and promoting high-quality security, janitorial, and other services in state facilities.

Service sectors are vulnerable to high worker turnover rates driven by low wages.ⁱ High turnover can have profoundly negative impacts on facility safety: less on-the-job experience may lead to more mistakes, accidents, or overlooked hazards.ⁱⁱ 32BJ has long worked to raise standards in the security and janitorial sectors, negotiating collective bargaining agreements that boost wage and benefits levels, improve working conditions, and stabilize the workforce. By reducing turnover, higher compensation standards result in a more experienced workforce that is better able to maintain high security standards at public facilities.ⁱⁱⁱ

Unfortunately, collective bargaining standards may be undermined if state contracts fail to account for union-negotiated increases. The proposed legislation is a commonsense reform to the state's procurement practices to address this issue.

Safeguarding union standards is not only good for facility safety; it also has the potential to save taxpayers money in the form of decreased reliance on Medicaid or other social services. Responsible employers that provide higher-quality jobs also benefit from knowing that they can raise standards without jeopardizing state contracts. And hard-working janitors and security guards also win out when they know they can exercise their right to collectively bargain without risking their jobs.

SB 63/ HB 74 would make modest but necessary reforms to the state's procurement law that have the potential to deliver real benefits to workers, the public, and to the state economy.



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ⁱ Gallear, Amanda. "The Impact of Wages and Turnover on Security and Safety in Airport." UC Berkeley Labor Center. October 18, 2017. <https://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf>

ⁱⁱ Gallear Amanda, UC Berkeley Labor Center and SFO, The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature, 10/18/17. <https://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf> Pages 5-6.

ⁱⁱⁱ Gallear, Amanda. "The Impact of Wages and Turnover on Security and Safety in Airport." UC Berkeley Labor Center. October 18, 2017. <https://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf>

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