



**HEARING DATE:** February 5, 2026

**BILL NO/TITLE:** HB203: Labor and Employment - Training Repayment Agreements - Prohibition

**COMMITTEE:** House Government, Labor, and Elections

**POSITION:** **Oppose**

Maryland Motor Truck Association (MMTA) appreciates the intent of the sponsor of HB203 to reign in companies that may abuse training repayment agreements to trap employees; however, the outright ban proposed in this legislation will only serve to limit opportunities for employees to enhance skills and obtain credentials they may otherwise be unable to afford.

Training repayment agreements can play a meaningful role in expanding access to careers in the trucking industry by lowering the upfront financial barriers that often keep workers on the sidelines. For individuals seeking a commercial driver's license (CDL), or those who have a CDL-B (straight truck) and want to upgrade to a CDL-A (tractor-trailer), the cost of tuition, testing, and time away from paid work can be prohibitive. Allowing employers to cover training costs in exchange for a commitment to work for a defined period can open the door for candidates who might otherwise be unable to afford such training and provide a pathway for the employee to obtain a credential that will be valuable for a lifetime.

Similar benefits extend to mechanics and technicians who want to enhance or update their skills as vehicles and equipment become more complex, or who may need to obtain a CDL to be able to test drive the trucks they are working on. Advanced certifications and specialized training can significantly improve safety, efficiency, and long-term earning potential, yet the expense can deter workers from pursuing them independently.

In lieu of the ban proposed under HB203, MMTA suggests the committee consider other options to control the abuse of such agreements, such as:

- Making sure that training is voluntary;
- Requiring certain disclosures to ensure transparency;
- Protecting employees against disciplinary action if they choose not to enter into such agreements;
- Ensuring repayment plans are proportional to the cost of the training provided; and
- Incorporating hardship clauses in extenuating circumstances.

When designed transparently and fairly, training repayment agreements align the interests of workers and employers alike. Workers gain access to education, credentials, and stable employment opportunities, while employers build a more skilled, loyal, and qualified workforce.

**About Maryland Motor Truck Association:** Maryland Motor Truck Association is a non-profit trade association that has represented the trucking industry since 1935. In service to its 900 members, MMTA is committed to support, advocate and educate for a safe, efficient and profitable trucking industry in Maryland.

**For further information, contact:** Louis Campion, (c) 443-623-5663