



2025 Legislative **SYNOPSIS**

MD State and DC AFL-CIO

Donna S. Edwards, President

Elizabeth Bobo, Legislative Director



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*The Maryland State and DC AFL-CIO supplements our own analysis with the work of Maryland General Assembly's website and the 90-day report.

Who We Are & What We Do



Donna S. Edwards
President

The Maryland State and DC AFL-CIO represents more than 700 affiliated local unions and over 450,000 union households.



The Maryland State and District of Columbia AFL-CIO represents more than 700 affiliated local unions and over 350,000 union members across various sectors, including education, construction, entertainment, manufacturing, transportation, healthcare, retail, hospitality and the public sector. We champion every worker's right to unionize, to be treated fairly and without discrimination, to earn family-sustaining wages with secure retirement and affordable healthcare, and to work in safe conditions. Our efforts focus on:

- Investing public funds to create good jobs that improve infrastructure and schools
- Promoting and creating family-supporting jobs with strong benefits and protections
- Reindustrializing Maryland's economy while upholding labor standards
- Advancing fair tax policies and fiscal transparency
- Defending public education and the rights of public employees
- Combating wage theft by enforcing labor laws

Our Monday night Labor Lobbyist meetings are open to all affiliated unions and members. We encourage full participation and the weekly meetings are attended by a wide array of unions representing every employment sector.

The State Federation educates attendees and facilitates discussion on bills impacting workers in Maryland. These sessions foster strategic planning with unions presenting bills they are supporting or opposing and asking for all of labor support to advance labor friendly legislation.

The State Federation provides support to local unions by submitting testimony, scheduling meetings with key legislative leaders and committees, soliciting testimony from other unions and participating in coalitions such as Everybody Votes Maryland, Caring Across Maryland, Medical Debt, and Fair Funding

Donna S. Edwards

Session Highlights

Union Night – Whose Side Are You On?

Nearly 700 union members descended on Annapolis on March 10 for our Union Night Rally to voice our loud, collective support for our unions and all workers. We asked elected officials, “Whose Side Are You On”?

Led by President Edwards, joined by our CLC Presidents, Sam Epps, Courtney Jenkins, Dan Tedricks, George Koontz, and Jack Hughes (V.P.), the rally highlighted a cross sector of Labor Leaders in Maryland. Sue Martin, President of the Nebraska AFL-CIO demonstrated the solidarity of labor within our states and across the nation.

Our labor members’ activism is instrumental in passing pro-union, pro-worker legislation. As we approach the last session of the term and 2026 elections, we will be laser focused on passing pro-union, pro-worker legislation.





President Donna S. Edwards stands as she is applauded by the Maryland House of Delegates during her recognition for Women's History Month.



Women's History Month Recognition

March is Women's History Month, a time to recognize and honor the women who have shaped our rights, our workplaces and our futures. On the House Floor, Delegate Linda Foley (D15) paid tribute to the women who have played a vital role in union organizing that has led to countless workplace improvements such as banning child labor, securing strong health and safety laws, and championing "equal pay for equal work."

Del. Foley uplifted the stories of labor icons like Kate Mullany, Mary Harris "Mother" Jones, Velma Hopkins, Clara Lemlich, and countless others who filled picket lines, led marches and strikes, and sparked movements that stretched across industries.

This year, she added another name to the list of icons—our very own President Donna S. Edwards. She highlighted President Edwards's 48+ year career in the labor movement, her powerful leadership, and her relentless commitment to workers. As the first woman to serve as President of the Maryland State and DC AFL-CIO and the first Secretary-Treasurer of the State Federation, President Edwards embodies the strength of generations of women in unions and underscores the significance of women in the labor movement.



2025 Session Statistics

During the 2025 Maryland General Assembly Session, **we tracked 647 bills** and submitted testimony for over **80 unique bills and 40 crossfiles**.

During the 2025 General Assembly, legislators introduced 2,605 bills and 12 resolutions. The Senate originated 1,047 bills and 5 resolutions, and the House originated 1,558 bills and 7 resolutions. Of these, 878 bills were enacted, while no resolutions passed. The State Federation reviewed every bill to assess its impact on workers, tracked 647 bills, and submitted or supported testimony for over 80 pieces of legislation

and 40 crossfiles. Dozens of bills benefiting Maryland workers and unions were passed.

Labor passed 28 bills specifically impacting our unions, members' work, and workers' protections and rights. However, several significant bills failed to be passed by committees.

The 447th session of the Maryland General Assembly convened on January 8, 2025, and adjourned on April 7, 2025, marking the third year of the 2023–2027 term for 47 Senators and 141 Delegates.



Budget Overview

The House of Delegates and Senate alternate responsibility each year for who moves the budget bill first. In 2025, the House of Delegates was responsible for moving the budget.

Prior to the General Assembly session, discussions on the state's growing budget shortfall were the focus of many legislators' concerns. Initially at \$3 billion and projected to grow to \$6 billion by 2030, every option was on the table, including comprehensive cuts and various tax increases. Deficit growth is partially due to the end of federal COVID relief support and Maryland's slow job growth over the past four years.

In December 2024, projected cash shortfalls totaled \$396 million for fiscal 2025 and \$2.95 billion for fiscal 2026, with structural shortfalls of \$1.07 billion and \$2.47 billion, respectively. As the Department of Legislative Services reported, the General Assembly's actions improve the long-term structural budget outlook by reducing the projected shortfall for fiscal 2027 and cutting the shortfall forecast for fiscal 2030 by 50%, decreasing it from \$6 billion to \$3 billion.

The Governor introduced his proposed \$67.3 billion FY2026 budget on January 15, a 1.1% increase from the fiscal 2025 budget, which included:

- \$128 million in targeted investments in Maryland's economic growth that will drive \$515 million in economic activity to support, create, or retain 2,600 jobs
- \$27.5 million for the Capital of Quantum Initiative
- \$25 million in Sunny Day Funds to attract businesses in target industries to Maryland
- \$15 million for Tradepoint Atlantic
- \$10 million for the Build Our Future Innovation Economy Infrastructure Program

- \$122 million in local aid for police protection and increased funding for the Department of Juvenile Services
- \$180 million for initiatives to support the Climate Pollution Reduction Plan
- \$9.7 billion in Maryland's public schools
- \$401 million in Cade funding for Maryland's community colleges
- \$400 million for Child Care Scholarships
- \$5 million increase for Employment Advancement Right Now (EARN) program funding
- \$4 million in funding for a new collaboration between the Maryland Department of Transportation and the Maryland Department of Labor
- \$2 billion in cuts
- 15% increase in the sports wagering tax
- 5% increase in the table game tax rate
- 6% increase on the cannabis tax rate

The House Appropriations Committee approved its budget on March 25, followed by approval by the whole House on March 26. The changes made to the Governor's proposal totaled \$1.3 billion in new taxes and fees in addition to \$2.3 billion in cuts to address the deficit. The Senate Budget and Taxation Committee reviewed the House budget and unveiled its response on March 27. The Senate approved the budget on April 1 with substantial amendments, finding over \$200 million in additional revenue through taxes and further closing the \$3 billion deficit. The House announced publicly that a conference committee was appointed to settle the differences between the two chambers. Governor Moore defended the budget in the last days before Sine Die that the state would be in a surplus once the budget bill is passed and enacted.

ed, with 94% of Marylanders expecting to see small reductions or no change in their income tax burden.

On April 4, the Friday before Sine Die, the House and Senate agreed to a \$67 billion budget, raising it a little more than 1% from the previous year with more than \$2 billion in cuts and \$1.6 billion in annual taxes. The compromise budget was passed by both chambers and on the Governor's desk by April 7.

The final budget included:

- Establishing a new 3% sales tax on information technology and data services that would yield approximately \$500 million in revenue annually.
- Establishing a 2% surcharge for those earning over \$350,000 a year, estimating around \$370 million in revenue.
- Increasing the vehicle excise tax from 6% to 6.5%.
- Increasing the rental vehicle tax to 3.5%.
- Raising the cannabis sales tax from 9% to 12%, raising nearly \$70 million in new revenue.
- Increasing the sports betting tax from 15% to 20%.
- Establishing a new tire fee of \$5 per tire.
- Raising the vehicle emissions inspection fee from \$14 to \$30.
- Raising \$500 million in new transportation revenue through increased taxes and fees.
- Maintaining \$200 million in negotiated wage increases.
- Expanding future aid for rehabilitation of existing light rail, including \$814 million.
- Cutting \$850,000 from the Division of Workforce Development and Adult Learning.
- Allocating an additional \$150,000 in general funds to Humanim, a workforce training firm.
- Allocating \$32 million to the Strategic Energy Investment Fund (SEIF) subaccounts.
- Allocating \$3.6 million to the Legal Counsel and Advice program within the Office of the Attorney General.
- Adding \$250,000 for Dwyer Workforce Development to support healthcare workforce training within the Department of Labor.
- Allocating \$200,000 in general funds to the Maryland Health Care Commission to provide a grant to the Maryland Patient Safety Center.
- Allocating \$50,000 in general funds to an Artificial Intelligence needs assessment for MSDE.
- Allocating \$2 million to cyber workforce grants.
- Adding \$500,000 to supplement the appropriation for fiscal 2025 to fund the Worker Support Program.
- Adding \$75,000 in funds for Lincoln Technical Institute to support regional technical career fairs for high school students through the Department of Labor.
- The final approved Budget Reconciliation and Financing Act (BRFA), used by the General Assembly to amend existing laws to meet the needs of the budget, included:
 - Requiring a distribution of \$37.3 million from local Income Tax Reserve Account to the MD Labor Division of Paid Leave.
 - Reducing the amount the Governor is required to provide for the Career Pathways for Health Care Workers Program from \$1.0 million to \$500,000.
 - Increasing the table game tax from 20% to 25% and use 5% of table game revenues for the general fund through fiscal 2027.

- Reducing the amount the Governor is required to allocate to the Maryland Service Year (MSY) Pathway from \$15 million to \$13 million in fiscal 2026 only.
- Delaying from 2027 to 2032, the requirement for the MTA to purchase only zero-emission buses.
- Establishing a Medicaid Primary Care Program Fund under MDH to serve as the foundation for advancing primary care in the State under the AHEAD model.
- Increasing the sales and use tax on cannabis from 9% to 15% beginning in fiscal 2027.
- Reducing corporate income tax from 8.25% to 8.12% for fiscal 2027 and 7.99% for fiscal 2028. Requiring combined reporting starting in fiscal 2028 and beyond.
- Imposing a retail delivery fee on certain retail deliveries and requiring proceeds to go to the Transportation Trust Fund (TTF).
- Increasing sports wagering tax rate from 15% to 30%, requiring revenues to go to the Blueprint for Maryland's Future Fund (BMFF).
- Increasing the table game tax from 20% to 25%, requiring revenues to be distributed to the Education Trust Fund (ETF).



Labor's Summary of the 2025 Session & the Road Ahead

Maryland's labor movement passed a number of bills that protect and enhance workers' rights. While we had some notable wins, several pieces of legislation will return in the 2026 Legislative Session.

Strengthening Labor Standards and Workforce Protections

The State Federation worked hand-in-hand with our local unions to embed strong labor standards into major legislation. We supported HB 500 and SB 431, which included prevailing wage provisions, apprenticeship requirements, and workforce data reporting to improve job quality and accountability.

Budget Challenges and Advocacy in the Public Sector

As the General Assembly convened, concerns about the state's growing budget shortfall dominated the conversation. Protecting the 1% cost-of-living adjustment (COLA); maintaining funding for the Blueprint and maintaining and strengthening labor rights were our goals. The state also grappled with the ripple effects of massive job losses at the federal level—an issue we elevated throughout the session. Our efforts culminated in the successful passage of HB 1424, providing a loan to laid off federal employees.

Unfortunately, critical legislation to modernize our unemployment system (HB 554 / SB 752) failed to advance. This bill would have updated how benefits are calculated and increased both the maximum and minimum weekly benefit amounts to better support workers during times of job loss.

In the Governor's procurement bill (HB 500), we successfully pushed for amendments promoting responsible business practices. We defended the high standards of Labor's apprenticeship programs—key pathways to middle-class careers in all our amendments to the RAISE Act (SB 431).

Expanding Collective Bargaining Rights

Everything we do is focused on our goal of lifting up the lives of working people. The best and most enduring way to do this is with collective bargaining and a contract on the job.

This year labor passed collective-bargaining and arbitration rights for BWI airport fire and rescue employees. However, other crucial initiatives failed. Bills introduced to expand collective bargaining rights to faculty, part-time faculty, graduate workers, post-doctoral associates at USM, MSU, and SMCM, and county and municipal employees failed. Although the faculty collective bargaining bill advanced, amendments made in the Senate would have harmed, not helped, these workers. We remain committed to strengthening these measures during the interim and reintroducing it next session.



Legislation that would have extended binding arbitration rights to state employees (HB 159 / SB 266) failed.

BWI Airport Fire and Rescue Department employees had a victory in passing legislation that now allows them to negotiate for better wages, benefits, and working conditions through a fair and equitable binding arbitration process.

Addressing the Rise of Artificial Intelligence

In response to growing concerns about Artificial Intelligence (AI), the State Federation successfully secured two seats for labor representatives who work with the AFL-CIO Tech Institute on the new AI workgroup created by HB 956. This ensures that workers' voices are represented in shaping AI policy. As this technology evolves, we anticipate a comprehensive AI regulation bill to be introduced during the 2026 session.

Advancing Worker Safety and Health

Labor made major strides in enhancing worker safety. Labor successfully lobbied for the creation of the Public Employee Safety and Health Unit (PESHU) to enforce job safety standards for public workers. We also secured protections for state public transit workers against on-the-job violence and won coverage

for cancer screenings for professional firefighters, further demonstrating our commitment to those who put their lives on the line daily.

Tackling the Healthcare Crisis

To address the healthcare workforce shortage and reduce financial burdens, labor backed several critical bills. Nursing homes will now be required to submit detailed cost reports to the Maryland Department of Health, including allocations for direct care workers' pay and staffing levels. Additionally, new legislation will prevent medical debt from negatively affecting credit scores, promoting fairness and privacy for Maryland residents.

Clean Energy and Labor Protections

In the clean energy sector, we worked to ensure that Maryland's transition to renewable energy supports both the environment and workers. We helped pass SB 937 / HB 1035, which protects existing union jobs, upholds prevailing wage standards, supports ratepayers, and expands access to employment opportunities. The legislation also lays the groundwork for nuclear energy development by requiring the Maryland Energy Administration and the Public Service Commission to pursue regional cost-sharing agreements for small modular reactors.



Defending Against Harmful Legislation

Throughout the session, we remained vigilant in stopping proposals that threatened our members. In partnership with eight unions, we defeated legislation to legalize internet gaming—protecting union jobs at existing casinos and avoiding strain on the state's addiction services infrastructure.

We also helped stop a bill that would have auto-enrolled state employees into a supplemental retirement plan without clear information about costs or contributions. Even on the final day of session, we were in contact with legislators to defend workers' interests.

Looking Ahead

The 2025 legislative session proved once again that when Maryland's labor movement stands united, we can accomplish meaningful change—even passing bills that had stalled in previous years. But our work is far from over. In the months ahead, we will continue advocating for legislation that lifts up Maryland workers, their families and our unions. Together, we are building a stronger, fairer future for all.



Legislative Review by Subject

Collective Bargaining

Collective bargaining is a powerful tool for advancing equity, social justice, and inclusion. It represents a fundamental exercise of our first amendment rights to freedom of association and free speech. By forming and joining unions, workers gain a meaningful voice in shaping their workplace conditions, improving their quality of life, and stimulating a respectful, productive work environment.

Despite these rights, tens of thousands of Maryland's state, county, municipal, special district, higher education, and quasi-public employees still lack the legal ability to form unions and engage in collective bargaining. In the private sector, many workers who attempt to unionize face threats, harassment, or even termination. That is why we work closely with our affiliates to support legislation that expands collective bargaining rights and protections for all workers. In recent years, the labor movement has affirmed this commitment. At the 2019 Maryland State & DC AFL-CIO Convention, delegates unanimously passed Resolution 17: In Support of Collective Bargaining Rights for All Public Workers in Maryland. In 2022, they followed up with unanimous support for Resolution 3: Higher Education and Growing the House of Labor.

This year, labor succeeded in passing key collective bargaining legislation that extends union rights to additional workers and strengthens existing provisions. However, some crucial initiatives failed. Proposals to expand collective bargaining rights to faculty, part-time faculty, and graduate workers at the University System of Maryland were not passed.

Binding arbitration for state and higher education employees also failed. We remain committed to seeing these rights extended in future sessions.

Passed the General Assembly

SB 231 - State Government - Public Employee Relations Act - Alterations

This bill makes several changes to the Public Employee Relations Act (PERA). It requires the Public Employee Relations Board (PERB) to appoint up to three deputy directors who are attorneys, as specified in the bill, replacing the previous requirement for deputy directors with specialized responsibilities. It also removes the condition that allowed exclusive representatives to meet new employees by video only during a public health emergency, permitting such meetings more broadly. Additionally, the bill repeals the requirement for a minimum of 10 days of in-person voting for bargaining unit elections, instead allowing PERB to set the voting period after consulting with the public employer and the employee organizations involved.

SB 373 / HB 599 - State Personnel - BWI Airport Fire and Rescue Department - Collective Bargaining and Arbitration Processes

Members of the BWI Airport Fire and Rescue department put their lives on the line to respond to emergencies to protect both travelers and airport personnel. Given the nature of their work, this legislation grants them a fair and equitable process to negotiate wages, hours, and working conditions.



Failed to Pass the General Assembly

SB 750 / HB 661 - State Personnel - Collective Bargaining - Faculty

Faculty play a critical role in student success and well-being. Their dedication extends far beyond the classroom, helping students navigate academic challenges, career planning, and personal growth. This legislation would have granted collective bargaining rights to faculty and all part-time faculty at USM, MSU, SMCM, allowing them to come together and negotiate for their interests in the workplace. These public employees have been organizing to demand these rights for decades, and it is way past time Maryland grants them the same rights as thousands of their peers across the country.



SB 288 / HB 159 - Arbitration Reform for State Employees Act of 2025

Binding arbitration recognizes that both parties in a negotiation do not always agree and can reach an impasse with no resolution. This bill would have established binding arbitration for certain state worker collective bargaining, providing workers with a balanced approach and timely and fair decisions.

HB 211 / SB 166 - State Personnel - Collective Bargaining - Graduate Assistants and Postdoctoral Associates

Graduate assistants and postdoctoral associates are essential workers in higher education. They teach, conduct research, and handle administrative responsibilities—critical functions that support the core mission of universities. This legislation would have granted those at the University System of Maryland (USM), Morgan State University (MSU), and St. Mary's College of Maryland (SMCM) the same right to form and join a union that thousands of their peers already enjoy across the country.

SB 976 / HB 1509 - Collective Bargaining - Local Government Employees and Public Employee Relations Act

Moving toward a unified system of public sector bargaining rights. The development of public sector collective bargaining rights in Maryland has

been inconsistent, resulting in a patchwork of laws that create disparities in rights, responsibilities, and protections for public employees, exclusive representatives, and employers. This fragmented system is inefficient and unjust, forcing workers to fight for rights that should be guaranteed. The proposed legislation would have created a uniform and equitable framework for collective bargaining across local governments—ensuring that county and municipal employees have the same rights and protections as their counterparts in the private sector and in jurisdictions where collective bargaining is already recognized. This would be a significant step toward reinforcing Maryland's commitment to fairness and equity in the workplace.

HB 37 - Declaration of Rights - Right to Organize

The right to join together in unions is protected by the U.S. Constitution. The First Amendment of the Constitution guarantees freedom of association and is recognized by U.S. courts as a fundamental right. HB 37 would have enshrined these rights in Maryland's Constitution.

HB 385 - Consumer Protection - Automatic Tip Prompt Screen - Requirements

Consumers deserve confidence that their voluntary tips are reaching the workers they are intended to support. At the same time, workers should not have to worry that their earned compensation is being diverted through misleading tip screens or

hidden service fees on point-of-sale systems. HB 385 would have brought greater transparency to tipping practices by requiring businesses to indicate who will receive the tip. The State Federation also proposed an amendment to ensure that collective bargaining agreements are considered when determining standard tip amounts, protecting union-negotiated wage structures.

Worker Rights and Protections

We take seriously our responsibility to defend and expand the rights of all workers. This duty often requires us to weigh in on legislation that may not directly impact a particular affiliate but has broad implications for workers across the state. During a time of national uncertainty, the Maryland General Assembly considered critical legislation to support federal workers, regulate emerging technologies, and expand protections for working people.

One major focus was Artificial Intelligence (AI). As AI continues to reshape the workplace, regulating its development and deployment is essential to ensure transparency, fairness, and accountability. The AFL-CIO Tech Institute has outlined key principles for strong AI legislation, including:

- Robust protections for workers and consumers against discrimination and bias,
- Transparency in how and when AI is used to make decisions about individuals,



- Broad definitions to ensure comprehensive oversight,
- Inclusion of workers under consumer protection framework,
- Provisions that recognize the state as both an employer and AI deployer,
- Enforceable accountability, including a private right of action,
- Liability standards to encourage responsible technology development, and
- Mandatory consultation with workers and their unions before AI is implemented in the workplace.

The State Federation engaged deeply with legislation on this issue, including SB 936, HB 1331, and HB 956.

We proposed and worked on amendments to strengthen each bill. SB 936 and HB 1331 sought to establish guardrails for AI developers and users, such as risk management protocols, disclosure rules, and impact assessments. HB 956, which passed, establishes a state workgroup on AI. We successfully secured an amendment to include two representatives that work with the AFL-CIO Tech Institution.

With HB 956 now law, we anticipate the introduction of a comprehensive AI bill during the 2026 Legislative Session.

Passed the General Assembly

HB 1424 - Catastrophic Event Account, Federal Government Shutdown Employee Assistance Loan Fund, and Powers of the Attorney General - Alterations (Protect Our Federal Workers Act)

Maryland is home to nearly 225,000 federal workers who work directly or indirectly for the federal government and play a key role in our everyday lives. HB 1424 takes critical steps in protecting these individuals—engineers, customs officers, trades professionals, researchers—who face job instability due to reasons out of their control. This legislation enacts several measures, including the issuance of \$700 loans, to mitigate the impending challenges that lie ahead and support these workers as they continue to face unpredictable hardship.

HB 956 - Consumer Protection - Workgroup on Artificial Intelligence Implementation

Artificial Intelligence (AI) will soon touch every part of our lives—making consequential decisions about things such as healthcare, insurance, employment, and other areas that will forever impact our





futures. This legislation establishes a workgroup on AI implementation. The State Federation proposed amendments (which were accepted by the General Assembly) to ensure the voices of workers are represented on the workgroup to enhance the quality of the conversation and include the individuals who will be directly affected by the workgroup's recommendations.

HB 795 - Federal Public Service Loan Forgiveness Program - Employee Certification and Awareness Materials

Many of our public service workers who dedicate their careers to improving our communities often struggle under the burden of student loan debt. HB 795 increases awareness and participation in the Federal Public Service Loan Forgiveness (PSLF) program to make it more accessible and support the financial well-being of our dedicated public servants.

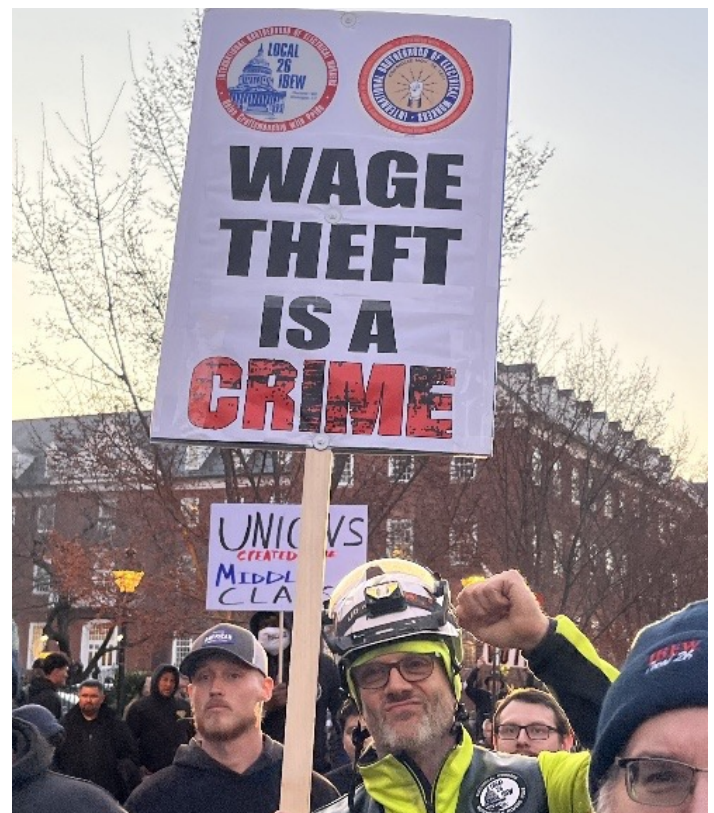
Failed to Pass the General Assembly

SB 752 / HB 554 - Unemployment Modernization Act of 2025

Especially at a time when many people in our state are losing their jobs, unemployment insurance (UI) provides a critical safety net for workers to prevent them from total financial ruin if they lose their job and plays a crucial role in maintaining economic stability. If passed, this legislation would have adopted best practices by expanding maximum and minimum UI weekly benefit amounts and modernizing our UI calculations to change with economic conditions over time. This would have taken a step in ensuring support is there for workers when they need it the most.

HB 1096/ SB 938 - Fraud Prevention and Worker Protections - Prohibitions, Penalties, and Enforcement

Workplace fraud is a widespread and growing issue across all sectors in Maryland. By committing workplace fraud, employers undermine fair labor practices and do not pay millions of dollars' worth of taxes. HB 1096 / SB 938 would have combated this by strengthening our standards in expanding provisions laid out in the Workplace Fraud Act (WFA) and granted the Attorney General enhanced enforcement authority to contribute to coordination between agencies, streamline investigations, and ensure that violations are addressed in a timely and efficient manner.



HB 1030 / SB 747 - Transportation Network Companies - Deactivation of Operators - Policy and Appeal Procedure

Transportation network company (TNC) operators connect passengers to their destinations safely and efficiently, providing an essential service

that many of our residents rely on for their everyday transportation needs. When companies make deactivation decisions, operators face a lack of due process and a sudden loss of income with no ability to dispute the decision. This legislation would have enhanced transparency and fairness within TNCs by requiring these companies to establish easy-to-understand deactivation policies and appeal processes for when they wish to restrict an operator.

HB 233 / SB 576 - Labor and Employment - Mandatory Meetings on Religious or Political Matters - Employee Attendance and Participation (Maryland Worker Freedom Act)

Many times, employees face dismissal, threats of being fired, refusal to hire, or other penalization if they choose not to attend an employer-sponsored meeting where religious or political opinions are discussed. Known as “captive audience meetings,” these meetings are commonly used as a union-busting tactic. This creates a biased and tenuous work environment where employees are not free to make their own decisions and feel that they must agree with their employer’s views. This legislation would have banned captive audience meetings to protect all workers in Maryland and promote workplace fairness.

SJ1 / HJ3 - Ratifying the Child Labor Amendment

Nearly a century after the push to protect and exclude children from the workforce, states are chipping away at their child labor protections in the name of addressing shortages. At a time in our country

where strong labor standards are in jeopardy, this resolution would have ensured that clear language in the Constitution prevents ambiguity. Child labor must be stopped.

HB 632 - Labor and Employment - Workplace Fraud - Application (Maryland Workplace Fraud Act of 2025)

Expands the Workplace Fraud Act to apply to all private sector employers, rather than only employers in the construction and landscaping services industries. The bill would prohibit all private sector employers from failing to properly classify an individual as an employee and would have subjected them to the Workplace Fraud Act’s investigation procedures and penalties for noncompliance.

HB 434 / SB 167 - Courts - Strategic Lawsuits Against Public Participation

Strategic Lawsuits Against Public Participation (SLAPP) are a common practice to intimidate individuals and silence their right to free speech on important public issues, including those of workers advocating for fair wages, safe working conditions, and organizing efforts. HB 434 would have made it easier to recognize SLAPP suits and prevent them before they cause unnecessary action and financial challenges.

SB 1025 – Commercial Law – Voice and Visual Likeness – Digital Replication Rights (Nurture Originals, Foster Art, and Keep Entertainment Safe Act – NO FAKES Act)

This legislation would have established that each individual and certain right holder have the right to authorize the use of a voice or visual likeness of the individual in a digital replica.



SB 936 - Consumer Protection - High-Risk Artificial Intelligence - Developer and Deployer Requirements

As the Artificial Intelligence (AI) industry continues to evolve, it is critical that we implement strong protections that close loopholes, increase transparency, and hold companies accountable to the law. SB 936 aimed to create guardrails around the development and deployment of high-risk AI systems to ensure fair and equitable decision-making. The State Federation worked closely with the sponsor on several amendments to include adequate worker protections, comprehensive definitions, measures to close loopholes, and strong enforcement mechanisms.

HB 1331 - Consumer Protection - Artificial Intelligence

HB 1331 aimed to create guardrails around the development and deployment of Artificial Intelligence (AI) systems to ensure fair and equitable decision-making. The State Federation worked closely with the sponsor on amendments to strengthen transparency and accountability while adding measures to protect workers and consumers alike.

HB 582 - Labor and Employment - Exemptions from Overtime Pay - Administrative, Executive, or Professional Capacity

Fair pay policies benefit workers and businesses alike, enhancing productivity, fostering a healthy work environment, and strengthening labor practices. HB 582 would have codified the federal rules for duties required for an employee to be considered a bona fide EAP employee and increased the salary threshold for expanding overtime protections for workers.

HB 590 - Income Tax - Subtraction Modification - Public Safety Employee Retirement Income

911 specialists are essential, serving as the first point of contact in an emergency. Their work is demanding and high-stress, often leading to mental

health challenges and widespread staffing shortages. HB 590 would have addressed these issues, attracting people to these positions and increasing retention rates, by affording these individuals with the same tax benefits as their law enforcement and emergency response counterparts, as they play an integral role in our public safety workforce.

HB 520 - State Personnel - Job Sharing Arrangements and Tri-Position Identification Number System (Maryland Workforce Retention, Recruitment, and Reentry Act)

A Tri-Position Identification Number (Tri-Pin) system allows state agencies to consider job-sharing arrangements when filling vacancies, enabling positions to be split between two part-time employees. This legislation, if passed, would have better supported people such as parents or caregivers by granting them alternative employment options and enhancing workforce retention with a flexible hiring system.

HB 205 / SB 124 - Employment Standards - Firefighters - Payment of Wages and Payroll Information

Firefighters routinely place their lives on the line to protect our communities. However, many of them face inequitable compensation practices, perpetuating wage disparities and unfair and deceptive treatment. This legislation aimed to directly address this by enhancing fairness, transparency, and accountability to protect against wage miscalculations and relieve the burdens of navigating compensation issues that often fall on the firefighters themselves.

Worker Safety & Health

Our affiliates represent tens of thousands of skilled trades workers who build and maintain the infrastructure that keeps Maryland running. These workers are the backbone of our communities—constructing roads, building schools, maintaining energy systems and public facilities, serving as crossing guards, working in corrections, collecting waste, and



performing countless other essential, often dangerous, and physically demanding tasks.

Yet far too many of them still face unsafe working conditions. Every year, thousands of workers are killed and millions more suffer serious injuries or illnesses simply because of their jobs. No one should have to risk their health—or their life—to earn a living. Every worker deserves a safe workplace and the assurance that their job will not jeopardize their well-being.

Passed the General Assembly

HB 176 / SB 26 - Davis Martinez Public Employee Health and Safety Act

Many public employees, including those in correctional institutions, sanitation, healthcare, transportation, and education, play a critical role in delivering the public services Marylanders rely on, yet face substantial risks to their health and safety every day. Named in honor of Davis Martinez, a Parole and Probation Agent who tragically lost his life last year while on the job, this legislation addresses public employee health and safety to protect Maryland's workforce and foster environments where employees feel safe and supported.

HB 1144 / SB 858 - State Public Transit Service and Stations - Exclusion for Assault and Bodily Injury

Transit workers are the face of our transportation system, and by the nature of their work, interact with

the public daily and are often the victims of assault. This legislation takes a significant step in protecting transit operators by prohibiting individuals who have committed an assault from using a State public transit service.

SB 374/HB 459 - Counties - Cancer Screening for Professional Firefighters - Required Coverage (James "Jimmy" Malone Act)

Firefighters risk their lives daily, battling fires and enduring exposure to toxic chemicals and fumes, and as a result, they experience a significantly higher rate of cancer. This legislation eliminates financial barriers to preventative cancer screenings for professional firefighters by requiring counties to provide these screenings free of cost, without copayment, co-insurance, or a deductible requirement.

SB 849 - Professional and Volunteer Firefighter Innovative Cancer Screening Technologies Program - Funding

Given the nature of firefighters' profession and the inherent risk associated with it, SB 849 allows supporting these brave individuals by increasing the annual amount the Governor may include in the budget for the Professional and Volunteer Firefighter Innovative Cancer Screening Technologies Program from at least \$500,000 to at least \$1 million. It also allows the Secretary of Health to use a portion of these funds to support ongoing cancer research.

Failed to Pass the General Assembly

HB 958 / SB 855 - Railroads - Safety Requirements (Maryland Railway Safety Act of 2025)

Railroad operating rules have historically been enacted after a tragic incident has occurred. Our state relies on rail transport to bolster our economy, but without comprehensive safety requirements, it poses significant safety and operational risks. This legislation would have addressed these concerns with measures including the requirement of a two-person minimum crew on freight trains, specified reporting requirements for the transportation of hazardous materials, the prohibition of trains from blocking road crossings, and allowing union representatives to conduct safety inspections, among other things.

Strong Labor Protections



The State Federation works closely with our affiliates to promote legislation that ensures vital protections such as the enforcement of prevailing wage laws, data collection, and high standards within our procurement and contracting processes. When labor protections are strong, our workers and communities thrive.

Passed the General Assembly

HB 500 - Procurement Reform Act of 2025

HB 500 updates our state's procurement process to increase transparency and streamline efficiency, ensuring responsible use of public dollars. Among the several key measures in this legislation is its emphasis



on good labor practices by creating a "good labor practices evaluation factor" to evaluate businesses' competitive proposals. Additionally, this legislation combats our state's workforce shortage by requiring contractors of a covered procurement to use registered apprentices, helping train the next generation of skilled workers while creating a sustainable job pipeline in crucial industries.

SB 431 - Registered Apprenticeships for A Stronger Economy (RAISE) Act

A strong workforce relies on highly skilled workers, and Labor's programs have consistently proven to be an effective way for individuals to gain hands-on experience and technical education, ensuring they develop the necessary expertise needed for their careers while providing employers with a competent workforce. The State Federation worked closely with the Administration on several amendments to maintain strong apprenticeship programs that develop workers with the ability to learn, adapt quickly, and have a desire to obtain the highest level of technical aptitude. We strongly advocated for prioritizing the development and success of workers who play a crucial role in our state's economic future.

HB 850 / SB 3 - Workgroup on the Creation of a Data Dashboard for Public Work Contracts and Apprentices - Establishment

HB 850 strengthens transparency and compliance in Maryland's public works contracts by establishing the Workgroup on the Creation of a Data Dashboard for Public Work Contracts and



Apprentices that includes the voices of key industry stakeholders. The workgroup would be tasked with studying the most efficient and cost-effective way to create a publicly accessible data dashboard that details such things as contractor and subcontractor information, wages, job classification, and apprentice participation.

Building and Construction Trades

Failed to Pass the General Assembly

HB 1499 / SB 403 - State Procurement - Construction and Services - Contract Modification

Contracts for construction and service projects are often written years before work begins, during which time inflation, cost-of-living adjustments, and other factors can significantly alter the original terms. This legislation aimed to require procurement contracts to include provisions for modification when increased costs arise due to statutory changes or collective bargaining agreements. Allowing for such modifications ensures that workers receive the wages and benefits they are entitled to and provides clarity and fairness when projects move forward.

HB 1017 / SB 688 - Public Works Contracts - Apprenticeship Requirements (Maryland Workforce Utilization Act)

Apprenticeships are an effective way for individuals to gain hands-on experience and technical education, ensuring they develop the necessary expertise needed for their careers while providing employers with a capable workforce. This legislation would have established a minimum threshold on public works construction projects, requiring that at least 20% of labor hours be completed by registered apprentices. Thus, investing in our state's workforce development, while reinforcing the importance of apprenticeship opportunities and participation.

HB 957 - State Procurement - Worker Residency Requirements

As our state continues to find workable solutions to address our severe workforce shortage and growing fiscal challenges, HB 957 would have required a certain number of hours to be completed by a Maryland resident on a public works project, strengthening our apprenticeship programs while increasing opportunities for individuals to enter the skilled trades.

Education

The Maryland State and DC AFL-CIO proudly has affiliates that work in all parts of the educational system, from teachers to the custodial staff, librarians, school bus drivers, and cafeteria workers, to paraprofessionals and support staff. Education policy impacts more than just our workplaces, it impacts the entire next generation of workers.

Passed the General Assembly

SB 451 / HB 325 - Adult Education - High School Diploma by Examination - Requirements and Study

Many residents in our state come from diverse backgrounds and bring valuable skills and perspectives to our workforce. This legislation increases accessibility for individuals who wish to obtain a General Education Development certification (GED) by allowing test takers to take the exam in either English or Spanish, eliminating barriers that disproportionately affect those who speak languages other than English and creating equitable opportunities for education in Maryland.

Failed to Pass the General Assembly

SB 892 / HB 1369 - Education - Minimum Wage for Education Support Professionals

Education Support Professionals (ESPs) play an essential role in the everyday operations of our schools and in students' lives both inside and outside the classroom. Personnel such as paraeducators, custodians, cafeteria workers, administrative staff, bus drivers, and security and technology staff keep our schools running smoothly and efficiently all while keeping students safe and healthy. This legislation would have established a minimum wage of \$25 per hour for ESPs to ensure these individuals have the resources they need and the compensation they deserve.



SB 62 - Task Force on Education Funding and Student Population Growth

SB 62 would have established a Task Force on Education Funding and Student Population Growth. The task force would have been charged with analyzing the challenges caused by delays in student enrollment counts and their impact on school funding, as well as examining the relationship between growing student populations and the provision of that funding. It would also have been responsible for making recommendations to improve how school funding is allocated. To ensure that the voices of those who work directly with students are represented, the State Federation proposed an amendment to include a representative of professional school personnel on the task force.

Healthcare

As part of the Caring Across Maryland Coalition, the Maryland State & DC AFL-CIO supports all bills that help promote better wages and benefits for direct care workers. Our healthcare system is only as strong as the people who work in it. Currently, our state is experiencing a severe healthcare worker shortage that many legislators aimed to address this legislative session. Strengthening worker protections, considering wages, and including the voices of workers in decisions — these are essential healthcare reforms.

Labor was successful in passing multiple healthcare bills that protect consumers, support workers, and strengthen our healthcare system by ensuring transparency, accountability, and fairness.



Passed the General Assembly

HB 19 - Health Occupations - Nursing - Loan Repayment, Education, and Sunset Extension (Building Opportunities for Nurses Act of 2025)

Currently, Maryland is experiencing a severe healthcare workforce shortage that threatens the stability of the workforce and the quality of care for patients. HB 19 addresses this by removing certain educational and financial barriers for nurses and nursing students to enter the profession.

HB 1020 - Consumer Protection - Credit Reporting - Medical Debt (Fair Medical Debt Reporting Act)

No one plans for a major life emergency, yet medical debt can wreak havoc on credit reports and scores, providing obstacles in applying for loans, housing, and jobs, and threatening financial security. Individuals should not face long-term financial consequences for seeking necessary medical treatment. HB 1020 protects consumers by 1) prohibiting consumer reporting agencies from including medical debt in credit reports, 2) ensuring creditworthiness is judged fairly, and 3) preventing hospitals, healthcare providers, and ambulance services from disclosing any portion of medical debt to a consumer reporting agency.

SB 981 / HB 268 - Hospitals - Financial Assistance and Collection of Debts - Policies

Medical debt is a significant problem for Marylanders, disproportionately affecting minority communities and low-income households. This legislation ensures financial assistance and prevents aggressive

debt collection by requiring hospitals to develop policies for providing reduced or no-cost care to patients, increasing transparency to allow patients an adequate amount of time to request financial assistance, and prohibiting lawsuits for patients owing \$500 or less.

HB 933 - Nursing Homes - Cost Reports

Nursing homes rely on public funding through Medicare and Medicaid, but Maryland does not have a transparent process in place to track exactly how public dollars are being spent. HB 933 improves nursing home transparency by requiring the Maryland Department of Health to review cost reports and other data submitted by nursing homes to ensure oversight into how public dollars are being spent. Review of these cost reports have a focus on how revenues are allocated, specifically to contracted nursing care services and salaries and wages of all non-administrative staff that include certified nurse aides, directors of nurses, licensed practical nurses, registered nurses, noncertified or resident care aides, housekeepers, dietary aides, and in-house clerical staff. Including these personnel into the cost report review process prioritizes those who are on the ground, working to improve patient care every day.

HB 783 - Health Occupations - Implicit Bias and Structural Racism Training

Unconscious biases and racial prejudices among healthcare providers, including physicians and nurses, significantly contribute to the disproportionate health burdens faced by minority communities. HB 783 takes a crucial step toward addressing these health disparities by incorporating structural racism education training, requiring healthcare professionals seeking license or certificate renewal to complete the training on implicit bias and structural racism. This legislation equips healthcare professionals with the knowledge and tools to recognize and mitigate these biases in their practice.

Failed to Pass the General Assembly

HB 905 / SB 720 - Hospitals - Clinical Staffing Committees and Plans - Establishment (Safe Staffing Act of 2025)

Patients and healthcare workers deserve safe staffing plans. This legislation would have laid a strong foundation by requiring hospitals to develop staffing plans that include direct care workers and address the unique and evolving needs of patients. It would have created a structured framework to ensure that those on the front lines, who witness firsthand the consequences of inadequate staffing, have a voice in these critical decisions. Additionally, the bill would have enhanced accountability within our healthcare system by making staffing discussions transparent and inclusive.

Energy

The growing clean energy sector, driven by the demands of its investors, in many cases does not provide the high-quality union jobs that exist in traditional energy and manufacturing industries. Strong job and training quality standards are needed in the clean and renewable energy sector, including prevailing wage, state-approved apprenticeship job training requirements, project labor agreements, and labor peace agreements.

The state of Maryland, like many other states, faces increased demand for electricity. To meet that demand, power and grow our state's economy, and address serious and growing threats from the effects of climate change, Marylanders need increased investment in all forms of electricity generation and storage that also reduce emissions.

Unions and workers must be at the center of these investments. The growth of the clean energy economy cannot provide cover for employers that want to operate nonunion and must provide the high-quality jobs that Marylanders want and deserve. Similarly, it cannot provide cover for the destruction of existing union jobs in fossil fuels.

Passed the General Assembly

HB 1035 / SB 937 - Electricity and Gas - Emissions Reductions, Rate Regulation, Cost Recovery, Infrastructure, Planning, Renewable Energy Portfolio Standard, and Energy Assistance Programs (Next Generation Energy Act)

This legislation creates a procurement process that enhances the creation of sustainable energy sources, outlines approval procedures, and ensures cost-effective energy investments, allowing Maryland to achieve its energy goals. Importantly, this legislation prioritizes fair and equitable labor practices



by mandating the use of skilled labor and maintains strong labor standards, such as paying no less than the prevailing wage rate, ensuring that any nuclear energy projects in the State create family-supporting jobs while upholding workers' rights.

Failed to Pass the General Assembly

HB 827 / SB 983 - Solar Energy - Distributed Certificate of Public Convenience and Necessity, Ground-Mounted Solar, and Small Solar Siting Workgroup

This legislation would have established a Distributed Generation Certificate of Public Convenience and Necessity (DGCPCN), allowing applicants to construct and operate distributed solar energy generating systems upon approval by the Public Service Commission (PSC). Once issued, a DGCPCN would exempt the applicant from needing a traditional Certificate of Public Convenience and Necessity (CPCN). The bill also included implementation timelines for the PSC and the Department of Natural Resources (DNR), set processing requirements and deadlines for DGCPCNs, and created the Small Solar Siting Workgroup along with a corresponding reporting requirement.

HB 398 / SB 316 - Abundant Affordable Clean Energy - Procurement and Development (AACE Act)

This legislation would have established or modified multiple incentives and programs for clean energy and energy storage systems and redirected specified funds into an escrow account established by the Public Service Commission (PSC) (and supervised by the Maryland Energy Administration (MEA)) for ratepayer refunds or credits.

HB 505 / SB 434 - Renewable Energy Portfolio Standard - Renaming and Alterations

This legislation would have incorporated nuclear energy into the State Renewable Energy Portfolio Standard (RPS), renamed it as the Clean Energy Port-

folio Standard (CEPS), and made various conforming changes to affected statutes to incorporate "clean" as opposed to "renewable" energy.

SB 716 - Public Utilities - Nuclear Energy - Renewable Energy Portfolio Standard and Procurement (Decarbonization Infrastructure Solutions Act of 2025)

This bill, had it passed, would have increased Tier 1 Renewable Energy Portfolio Standard (RPS) percentage requirements beginning in 2026 and established a corresponding nuclear energy carve-out for eligible nuclear sources. Additionally, this bill outlined an approval process for nuclear energy projects in the state, encouraging the use of skilled labor and registered apprenticeships during the construction and manufacturing phases.

Oversight & Others

Failed to Pass the General Assembly

SB 859 / HB 1014 - Fair Share for Maryland Act of 2025

Maryland has a structural revenue problem that must be met with a comprehensive and fair proposal that benefits residents and balances out our economy. This legislation would have (1) reduced the Maryland estate tax exclusion amount; (2) expanded the application of certain automatic decoupling provisions relating to Internal Revenue Code (IRC) changes; (3) established a specified business transportation fee; (4) modified an existing decoupling modification relating to net operating losses (NOLs); (5) instituted a sales factor "throwback" rule; (6) established certain surtaxes on specified pass-through entity (PTE) and net investment income; (7) altered individual income tax rates; (8) altered certain individual income tax credits; and (9) required worldwide combined reporting for corporations.

HB 330 / SB 472 - Property Tax - Improvements to Property Adjacent to Rail Stations - Subclass, Special Rate, and Penalty

Our current property tax system incentivizes low-density development, which runs counter to the needs of communities around transit stations. This legislation aimed to correct that imbalance by allowing counties and the City of Baltimore to implement a “split-roll” tax on properties within a one-mile radius of major rapid transit infrastructure, including WMATA, Metrorail, Baltimore Metro SubwayLink, and MARC. By focusing on land-value return (LVR), the policy would shift the tax burden from the buildings on a property to the land itself. This encourages denser development and discourages the underutilization of valuable land. Emphasizing LVR promotes the construction of multi-family housing, mixed-use developments, and more efficient uses of land—such as converting parking lots into housing or commercial space.

HB 80 / SB 190 - Land Use - Transit-Oriented Development - Alterations

Access to transit is essential for many people in our state. Encouraging smart development near transit stations increases access to jobs, education, healthcare, and other essential services that many of our residents rely on. This legislation proposed measures to update the state’s framework of transit-oriented development (TOD) and remove barriers to mixed-use development and growth. Additionally, this legislation recognized the workers who build TOD’s by requiring projects to adhere to prevailing wage laws and use project labor agreements (PLAs).

SB 105 / HB 145 - Green and Renewable Energy for Nonprofit Organizations Loan Program and Fund

This legislation would have established a Green and Renewable Energy for Nonprofit Organizations Loan Program in the Maryland Clean Energy Center (MCEC), authorized transfers of money from the

Strategic Energy Investment Fund (SEIF) to support the program, and specified appropriations for the program for fiscal 2027 and 2028.

Sine Die

Traditionally, legislators and advocates come together at open houses and receptions to commemorate the last day of session, Sine Die. This is not just a day to celebrate the hard work that people have put in over the course of the 90 days, but also the deadline for a bill to become law. All day, we work diligently to

continue to get bills passed and ensure that harmful bills fail all while racing against the clock before the midnight deadline. The State Fed welcomes affiliates, elected officials and lobbyists with an open house offering the best Maryland crab soup, barbecue, and flowing beverages until the clock strikes midnight.



From left to right: Chuck Cook, former Political and Legislative Director; Donna S. Edwards, President of the Maryland State & DC AFL-CIO; Elizabeth Bobo, current Legislative Director; Brian Wivell, former Legislative and Political Director.



Committee Changes & Updates

Committee & Subcommittee Leadership Changes

Marvin E. Holmes - New Vice Chair of the House Rules and Executive Nominations Committee

Antonio Hayes - New Vice Chair of the Senate Finance Committee

Anthony C. Muse - New Vice Chair of the Senate Executive Nominations Committee

Clarence Lam - New Chair of the Senate Executive Nominations Committee

Arthur Ellis - New Vice Chair of the Senate Rules Committee

Shelly Hettleman - New Chair of the Capital Budget Subcommittee of the Senate Budget and Taxation Committee; New Chair of the Pensions Subcommittee of the Senate Budget and Taxation Committee; New Senate Chair of the Joint Audit and Evaluation Committee

New Committee Assignments

Sen. Alonzo Washington, assigned to Senate Finance Committee

Del. Denise Roberts, assigned to the House Ways and Means Committee

Del. Kent Roberson, assigned to the House Ways and Means Committee

Del. W. Gregory Wims, assigned to the House Ways and Means Committee

Del. Malcolm Ruff, assigned to House Appropriations Committee

Del. Ryan Spiegel, assigned to House Appropriations Committee

Resignations & Appointments

Resignations and appointments listed here include those made after the end of the 2024 Legislative session.

House of Delegates Resignations

Carl W. Jackson (D), District 8, Baltimore County - Resigned February 5, 2025, to receive an appointment to the Maryland Senate.

Dayla Attar (D), District 41, Baltimore City - Resigned on January 24, 2025, to receive an appointment to the Maryland Senate.

Shaneka T. Henson (D), District 30A, Anne Arundel - Resigned on January 8, 2025, to receive an appointment to the Maryland Senate.

Rachel R. Munoz, District 31, Anne Arundel - Resigned January 1, 2025, to spend more time with her young family.

Brooke Grossman (D) District 2B, Washington - Resigned on December 13, 2024, due to ineligibility.

Carl L. Anderton (R), District 38B, Washington - Resigned on July 23, 2024, to serve as the Director of Rural Strategy in the Maryland Department of Commerce.

Sara N. Love (D), District 16, Montgomery - Resigned June 13, 2024, to receive an appointment to the Maryland Senate.

Senate Resignations

Katherine A. Klausmeier (D), District 8, Baltimore County - Resigned on January 7, 2025, to serve as County Executive of Baltimore County.

Jill P. Carter (D), District 41, Baltimore City - Resigned on January 3, 2025, to receive an appointment to the State Board of Contract Appeals.

Sarah K. Elfeth (D), District 30 - Anne Arundel - Resigned on January 2, 2025, to represent Congressional District 3 in the U.S. House of Representatives.

Ariana B. Kelly (D), District 16, Montgomery County - Resigned on May 5, 2024, to receive an appointment to serve as the Executive Director of the Maryland Commission on Women.

House of Delegates Appointments

Kim L. Ross (D), District 8 - Baltimore County - Appointed March 3, 2025, to replace Carl W. Jackson, who resigned February 5, 2025.

Sean A. Stinnett (D), District 41, Baltimore City - Appointed March 3, 2025, to replace Dalya Attar, who resigned Jan. 24, 2025.

Dylan A. Behler (D), District 30A, Anne Arundel County - Appointed Feb. 6, 2025, to replace Shaneka T. Henson, who resigned by Jan. 8, 2025.

LaToya Nkongolo (R), District 31, Anne Arundel County - Appointed Jan. 2025, to replace Rachel P. Munoz, who resigned Jan. 1, 2025.

Matthew J. Schindler (D), District 2B, Washington County - Sworn in Jan. 7, 2025, to replace Brooke Grossman, who resigned Dec. 13, 2024.

Barry S. Beauchamp (R), District 38B, Wicomico - Appointed August 19, 2024. Sworn in September 10, 2024, to replace Carl L. Anderton Jr., who resigned July 23, 2024.

Teresa Woorman (D), District 16 - Montgomery. Appointed August 12, 2024. Sworn in August 12, 2024, to replace Sara N. Love, who resigned June 13, 2024.

Senate Appointments

Carl W. Jackson (D), District 8, Baltimore County. Appointed Feb. 5, 2025, to replace Katherine A. Klausmeier, who resigned Jan. 7, 2025)

Dalya Attar (D), District 41, Baltimore City. Sworn in Jan. 24, 2025, to replace Jill P. Carter, who resigned Jan. 3, 2025.

Shaneka T. Henson (D), District 30, Anne Arundel County. Sworn in Jan. 8, 2025, to replace Sarah K. Elfreth, who resigned Jan. 2, 2025.

Sara N. Love (D), District 16, Montgomery County. Appointed June 6, 2024. Sworn in June 13, 2024, to replace Ariana B. Kelly (D), who resigned May 5, 2024.



2025 Session Bill Sponsor Statistics

House of Delegates - Most Frequent Sponsors of Labor Supported Bills

Name	Committee	# of Labor Supported Bills Sponsored
Mary Lehman	ENT	2
Jared Solomon	APP	2
Joe Vogel	W&M	4
Jazz Lewis	APP	2
Vaughn Stewart	ENT	2
Andrew Pruski	ECM	2
Robbyn Lewis	HGO	2
Greg Wims	W&M	2
CT Wilson	ECM	2
Lorig Charkoudian	ECM	2
Linda Foley	ENT	3

Senate - Most Frequent Sponsors of Labor Supported Bills

Name	Committee	# of Labor Supported Bills Sponsored
Cory McCray	B&T	3
Ben Kramer	FIN	6
Jim Rosapepe	B&T	2
Pam Beidle	FIN	2
Arthur Ellis	FIN	2
Ben Brooks	EEE, RULES	2
Clarence Lam	FIN, EXN	3

MD. STATE & D.C. AFL-CIO



**MARYLAND STATE
AND DC AFL-CIO**

7 School Street
Annapolis, MD 21401

www.mddclabor.org