



Maryland
Hospital Association

Senate Bill 938-Hospitals-Changes in Status- Hospital Employee Retraining & Placement

Position: *Support with Amendments*

March 5, 2020

Senate Finance Committee

MHA Position

Maryland's 61 nonprofit hospitals and health systems care for millions of people each year, treating 2.3 million in emergency departments and delivering more than 67,000 babies. The 108,000 people they employ are [caring for Maryland](#) around-the-clock every day—delivering leading edge, high-quality medical service and investing a combined \$1.75 billion in their communities, expanding access to housing, education, transportation, and food.

Hospitals are among the top employers in the state, directly employing over 108,000 people and supporting 120,000 related jobs. These employees are the backbone of the state's health care system and hospitals appreciate and value each person they employ. To that end, hospitals heavily invest in their teams. There are a multitude of programs to help employees advance their education and to expand on their skills and their careers. They do this to support the employees and to ensure they retain and engage a top workforce. In addition, hospitals must stay competitive with other businesses in Maryland and other states.

Hospitals already provide several worker retraining opportunities. When a particular team or type of position is being eliminated, staff members are given opportunities to find other positions within their organizations. Hospital human resources personnel work directly with those affected to identify other positions that they are qualified for and to determine what additional training and education may be needed for other potential placements. Several hospitals already invest in worker retraining program through labor unions and other mechanisms.

The Maryland Hospital Association appreciates the leadership of House Health & Government Operations Committee Vice Chair Joseline Pena-Melnyk and Senator Antonio Hayes on this issue. The Vice Chair convened a stakeholder workgroup that reached agreement on amendments to SB 938. Maryland's hospitals appreciate this opportunity and support SB 938 with the amendments that were agreed upon by the workgroup.

For these reasons, we urge a *favorable with amendments* report.

For more information, please contact:

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