



House Bill 5323

AN ACT ELIMINATING A SKILLED-TRADE LICENSING EXEMPTION FOR FEDERAL, STATE AND MUNICIPAL AGENCY EMPLOYEES

Testimony of the Department of Administrative Services

General Law Committee

February 10, 2025

Senator Maroney, Representative Lemar, Senator Cicarella, Representative Rutigliano, and distinguished members of the General Law Committee. We thank you for the opportunity to provide testimony on **House Bill 5323: An Act Eliminating a Skilled-Trade Licensing Exemption for Federal, State, and Municipal Agency Employees.**

House Bill 5323 seeks to eliminate a current exemption for federal, state, and municipal agency employees not licensed in a specific trade. The Department of Administrative Services, as the agency that administers statewide human resources management, joins other agencies in expressing concerns regarding this proposal and its impact on the current and future state workforce.

If this proposal were to pass, we are concerned that future recruitment for these positions would be challenging. Recruiting licensed trade workers is already highly competitive among employers given the significant demand in our state. Continuing to permit licensure flexibility based on agency need, positions the state as a competitive employer.

To fully understand the impact of this proposed change, DAS would need to conduct a review to identify every impacted job class and engage with our sister state agencies to understand the effect on them as well. Currently, many of our skilled trades job classes include permissive licensing language in the form of a “may” statement that enables agencies to require the license or not, depending on the nature of each position on a case-by-case basis.

Thank you for the opportunity to submit testimony and share our thoughts with the Committee.