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Patrick Moran – President

HB 1503 – State Personnel – Paid Family and Medical Leave
Finance Committee
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Position: FAVORABLE

AFSCME Maryland Council 3 proudly represents 50,000 dedicated state, county, and municipal employees. We firmly support the implementation of paid family leave, as it allows workers to take the necessary time to care for themselves or their loved ones without the fear of losing their income.

We are pleased to have reached an agreement with the Department of Budget and Management to extend this critical benefit to our members covered under the state contract. Paid family leave is not only essential for the well-being of workers, but it also strengthens employers by promoting a healthier, more productive workforce. HB 1503 is necessary to effectuate our agreement.

Paid leave policies are good for workers and employers. We urge the committee to provide a favorable report on HB 1503.

Thank you for your consideration.

The following states that have collective bargaining for state employees, AK, CA, CT, DC, DE, HI, IL, ME, MN, NE, NJ, NM, NV, OH, OR, PA, MT, RI, WA have a terminal point for negotiations, either binding interest arbitration, the right to strike, or a legislative process. These processes create a level playing field for both parties.

This legislation would create a mutual incentive to compel parties to reach an agreement around collective bargaining negotiations by instilling a binding interest arbitration process, whereby if the two sides cannot come to agreement through negotiations by a specified deadline the proposals.

From the two sides would be presented to a professional, neutral third- party arbitrator – hearing from witnesses and experts, with data and evidence – for consideration of all the facts involved with the purpose of determining which proposal is most appropriate to implement. The choice by the arbitrator would then be considered a binding resolution to be implemented by the Governor and exclusive bargaining representative for whatever appropriations are necessary to implement and fund the memorandum of understanding. The budgetary powers of the Maryland General Assembly remain unaltered.

SB 188 is a strong and positive step toward enhancing fairness, balance, and efficiency, and resolution. It follows a model that is well-established in other states and among Maryland counties. We urge a favorable report.

