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**Senate Bill 253 – Baltimore County Public Library - Collective Bargaining - Supervisory
Employees
Finance Committee
January 29, 2026
FAVORABLE**

The Baltimore Teachers Union represents over 9,000 employees of Baltimore City Public Schools, including teachers, paraprofessionals, school secretaries, counselors, librarians, clinicians, transportation aides, and school support staff. Our members are on the frontlines of public education everyday, and strive to ensure a safe learning environment for the students we serve. Our work to educate, support and develop Baltimore City’s young people, is grounded in the protections and rights we have from collective bargaining, and we recognize that all workers deserve the right to have a meaningful voice in their working conditions. As educators, our legacy of collective bargaining has long advocated for the learning conditions that students need in order to thrive, as our working conditions are our students’ learning conditions. The Baltimore Teachers Union is writing in strong **support** of SB 253 and **we request that the committee issue a favorable report.**

At its core, this legislation affirms a simple and fundamental principle: all public workers deserve the right to unionize and collectively bargain over their working conditions, compensation, and the policies that shape their work. Public library supervisors play a critical role in ensuring that libraries remain safe, welcoming, and effective community spaces—supporting literacy, workforce development, access to technology, and lifelong learning. Yet without collective bargaining rights, these workers lack a meaningful voice in decisions that affect their ability to do their jobs well and sustain their careers in public service. This bill is about dignity, fairness, and democracy at work.

Collective bargaining is not only good for workers—it is good for the public. When workers have a voice, turnover decreases, morale improves, and institutions become more stable and responsive. In schools, we have seen how bargaining improves staffing levels, professional development, safety, and retention, all of which directly benefit students and families. The same is true in libraries. Empowered library supervisors are better positioned to advocate for adequate staffing, training, and resources, which translates into higher-quality services, stronger community engagement, and more equitable access to information and learning opportunities.

At a time when public institutions face growing demands and shrinking resources, we should be strengthening—not weakening—the voices of the workers who hold these systems together. Extending collective bargaining rights to public library supervisors is a necessary step toward a more just and effective public sector, where workers are respected as partners in delivering essential services.

For these reasons, the Baltimore Teachers Union urges a favorable report on this bill. Thank you for your time and consideration.