

WES MOORE  
*Governor*

ARUNA MILLER  
*Lieutenant Governor*



YAAKOV "JAKE" WEISSMANN  
*Secretary*

MARC L. NICOLE  
*Deputy Secretary*

**TITLE: HB604 Arbitration Reform for State Employees Act of 2026**

**DATE: March 6th, 2026**

**COMMITTEE: Budget and Taxation**

**POSITION: Support with Amendments**

The Department of Budget and Management supports the rights of State employees to collectively bargain. The Department appreciates the intent of HB604 and recommends that the Committee adopt an amendment requiring that any written arbitration award include a statement of fiscal impact, prepared in consultation with both parties, detailing how the State could meet the cost of the award. The proposed amendment language is as follows and reflects the same language in the Senate crossfile:

**Pg. 13 (8) A written award required under this subsection shall include a statement, prepared in consultation with both parties, detailing the multi-year fiscal impact to the general fund from items (7)(iv) and (v) of this subsection.**

This amendment ensures transparency and fiscal accountability in the arbitration process. By mandating that arbitration awards include a statement of fiscal impact prepared collaboratively by both the State and the other party, the amendment promotes transparency and reduces the risk of unanticipated budgetary strain on State operations.

The Department of Budget and Management respectfully urges the Committee to adopt this amendment and recommends a favorable report on HB604 as amended.

45 Calvert Street • Annapolis, MD 21401-1907

Tel: 410-260-7041 • Fax: 410-974-2585 • Toll Free: 1-800-705-3493 • TTY Users: Call via Maryland Relay

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# Maryland

DEPARTMENT OF BUDGET  
AND MANAGEMENT

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*Deputy Secretary*

**For additional information, contact Dana Phillips at  
(410) 260-6068 or [dana.phillips@maryland.gov](mailto:dana.phillips@maryland.gov)**

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