



IAM Local 4538
P.O. Box 20250
Towson, MD 21284

February 27, 2026

To the Government, Labor, and Elections Committee, Chair Wells & Vice Chair Kerr. And I would also like to thank Delegate Ruth for co-sponsoring. Thank you for allowing me to speak on HB388. My name is Anita Bass and I am the proud President IAM Local for 4538 which represents the Towson Apple Store and Baltimore County Public Library Workers. I am also the organizer for the Maryland Library Workers United.

I am here in support of HB388 because it will enable the Baltimore County Public Library supervisory unit if they so choose to unionize. When the Library Workers Empowerment Act was passed in 2024 Baltimore County Public Library workers were not part of that bill because we already had our law and our union. Since the Library Workers Empowerment Act (LWEA) became law, BCPL library supervisory units are now requesting that they be included. The supervisory unit should have the same rights to unionize as non-supervisory staff. They still have concerns with working conditions and wages .

Recent events at BCPL have shown what happens when workers at all levels lack a seat at the table: abrupt staffing decisions happen, as BCPL 14 part-time librarians were fired and that caused a disruption to the communities our libraries serve. Collective bargaining rights provide structure, accountability, and stability. They do not interfere with the library system, they improve it.

Granting the BCPL supervisory unit eligibility to unionize simply brings the library system in line with the rest of Maryland. It affirms that fairness, consistency, and respect for public workers matter. And it ensures that our public libraries remain strong, stable institutions for the communities that depend on them. HB388 does not make them a union. They will still need to have a vote. The BCPL Supervisory unit would like to be eligible to unionize if they so choose. Give them that choice.

I ask for a favorable report on HB388. Thank you.

Anita Bass
presidentlocal4538@gmail.com