



Maryland House of Delegates - Appropriations Committee

Chair: Maggie McIntosh

Vice Chair: Mark S. Chang

Electrical Workers

Insulators

Boilermakers

United Association

Roofers

Cement Masons

Teamsters

Laborers

Bricklayers

Ironworkers

Sheet Metal Workers

Elevator Constructors

Painters

Operating Engineers

Carpenters

House Bill 1237– Budget Bill –Appropriations Statement –Memorandum of Understanding for State Personnel

Position: Support

The Baltimore DC Building Trades and its affiliated local Unions SUPPORT House Bill 1237. Collective bargaining is the mutual obligation of the employer and the employee exclusive representative, also referred to generally as “the Union”, to negotiate in good faith at reasonable times and places with respect to wages, hours, and other terms and conditions of employment. When agreement is reached in the collective bargaining process, a Memorandum of Understanding (MOU) reduces the agreement to written form.

Arbitration is a method of dispute resolution used as an alternative to litigation. It is commonly designated in collective agreements between employers and employees as the way to resolve disputes. The parties select a neutral third party (an arbiter) to hold a formal or informal hearing on the disagreement.

A Standard Clause to be included in a collective bargaining agreement (CBA) to set out an arbitration procedure for unions and employers to use to resolve disputes about the application and interpretation of CBAs that could not be resolved through the parties' grievance procedure. It is based on the National Labor Relations Act (NLRA), and may be used by both public and private sector employers.

We urge the Committee for a favorable report. Thank you.

Sincerely,

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