

Employee Organization as punishment or to impede work performance or from failing or refusing to cooperate in impasse procedures.

Other similar legislation, such as Education Article 16-403, allows collective bargaining for community college employees while preserving the role of the governing board to adopt rules and regulations relating to the process. Our amendments, which we have shared with the bill sponsor, would alleviate these concerns and allow our employees to organize under clear procedures already adapted by this body for one of our sister jurisdictions.

We have reached out to the sponsor of this legislation, who understands our concerns. We look forward to working together to create a workable solution so that our employees can pursue the collective bargaining rights they seek. We would be happy to discuss this further.

If there are any further questions regarding this legislation, please feel free to contact Sonia Alcantara-Antoine at 410-887-6121 or the undersigned at 410-218-0307. We would encourage a favorable report on SB138 with the amendments to make it consistent with other jurisdictions.

Sincerely,



Maureen Walsh David

President, Board of Library Trustees for Baltimore County

Board of Library Trustees
for Baltimore County

RE: SUPPORT WITH AMENDMENTS OF SB138

Dear Madam Chair and Members of the Appropriations Committee:

We are writing to express support of SB138 provided it is amended to be consistent with other jurisdictions around the State. The Baltimore County Public Library Board of Trustees is committed to the mission and vision of the Baltimore County Public Library to provide opportunities to explore, learn, create, and connect individuals to support a more inclusive and engaged Baltimore County community. We understand that our staff is the most important asset in our library and support the right of the Baltimore County Public Library employees to seek collective bargaining rights.

We can support SB138 if it is amended to reflect consistency with collective bargaining laws for other library systems and county institutions. SB138 should be amended to be consistent with legislation passed by the General Assembly in 2013 for the Howard County Library System (HB895), codified in subtitle 6 of title 23 of the Education Article (attached and highlighted to show significant differences.). There are substantive differences in SB138 from the legislation already passed and considered by this body and those differences would create the following challenges for our Library system:

- The definition of employee is unclear. Bargaining units are not defined.
- SB138 lacks clarity related to a number of important procedural questions, such as certification, decertification and strikes. Rather, the legislation references "law" and "Baltimore County collective bargaining law" which do not set clear procedures or reference clear provisions.
- Baltimore County Public Library employees are not County employees and are not covered by Baltimore County collective bargaining code provisions. Currently, under existing law, Education Article 23-406, the Board of Trustees approves policies that concern Baltimore County Public Library employees and are the final step in the grievance procedure.
- SB138 forces Board approval or acceptance of a mediator's recommendation if the Director and Certified Exclusive Representative do not reach a voluntary resolution after impasse.
- There is no section on employer rights and authority in the Baltimore County Public Library bill.
- There is language missing that prohibits an Employee Organization from coercing, disciplining, fining, or attempting to coerce a member of the