

CORY V. McCRAY
Legislative District 45
Baltimore City

DEPUTY MAJORITY WHIP

Budget and Taxation Committee

Subcommittees

Vice Chair, Capital Budget

Pensions

Chair, Public Safety, Transportation,
and Environment



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THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Vote Yes on Senate Bill 218

Bill Title: Arbitration Reform for State Employees Act of 2023
Hearing Date: February 1, 2023, Budget and Taxation

Dear Chair Guzzone & Chair Griffith,

I write to you today, to request the committee's support for the "Arbitration Reform for State Employees Act of 2023" (Senate Bill 218). Senate Bill 218 ensures that agencies of the State of Maryland reach an impasse with the representative unit for the employees of the State of Maryland. It is critical that we set up a fair process for bargaining negotiations with a neutral arbitrator. This is not a unique system for the bargaining units for State employees and already exists within the private sector and many local jurisdictions within the State of Maryland.

Senate Bill 218 sets up the framework for when bargaining would take place, what takes place when met with an impasse, and how to move forward with picking a neutral arbitrator. With my knowledge of past collective bargaining agreements with binding arbitration, I have found that it is rare that binding arbitration is ever utilized in the process. With the information supplied by both parties, the most just decision is reached on how to move forward. Due to Senate Bill 218 having a budget component to it, there is a constitutional amendment that would be put forward to the voters of Maryland in November 2024.

Senate Bill 218 would be a gracious signal to employees of the State of Maryland that going forward fair negotiations will take place. I hope that you will join me in supporting Senate Bill 218 with a favorable report.

Respectfully,

A handwritten signature in blue ink, appearing to read "Cory V. McCray".

Cory V. McCray
State Senator