



520 West Fayette St., Baltimore, MD 21201
410-685-7878 | 800-492-1964
fax 410-685-1016 | tdd 410-539-3186
msba.org

To: Members of the House Appropriations Committee and Senate Budget and Tax Committee

From: **Alternative Dispute Resolution Section, Maryland State Bar Association**

Date: **February 9, 2024**

Subject: **HB 114 and SB 188 - Arbitration Reform for State Employees Act of 2024**

The Alternative Dispute Resolution Section Council of the Maryland State Bar Association (MSBA) supports HB 114 and SB 188. This bill This bill alters the collective bargaining process for State employees by establishing binding arbitration in the event of an impasse in negotiations. In addition, it requires the selection of a neutral arbitrator to oversee all aspects of collective bargaining, expands the matters subject to negotiation, and makes various conforming changes. It requires a Constitutional amendment to effectuate certain parts of the bill and approval by the voters at the next election.

In contentious disagreements that may arise in relation to Maryland's government work force, we believe that binding arbitration is an important and effective tool to resolve disputes reasonably promptly. Prompt resolution of such disputes is crucial so that Maryland's citizens continue to receive important and vital services necessary to their overall health and well-being. In such situations, binding arbitration may be a preferred alternative to the litigation of such disputes.

Should you have any questions, please contact Erin Gable, Esq., Chair of the Alternative Dispute Resolution Section Council, edgable@aacc.edu.