



The Maryland House of Delegates
ANNAPOLIS, MARYLAND 21401

Testimony in Support of HB 1071
Baltimore County Public Library – Collective Bargaining – Supervisory Employees

Testimony of Delegate Cathi Forbes
Appropriations
Hearing March 12, 2025 at 1:00 p.m.

What this bill does

This bill would add supervisors as a second unit of employees of the Baltimore County Public Library system to form, join and participate in an employee organization, and engage in collective bargaining.

History of this issue:

In the 2021 Regular Session [HB45/SB138 \(Ch.747\)](#) passed allowing the employees of the Baltimore County Public Library system to engage in collective bargaining. They later chose to join Montgomery County and Prince George's County as the only library systems in the state with unions.

In the 2024 Regular Session [HB609/SB591 \(Ch.132\)](#) the Library Workers Empowerment Act extended collective bargaining rights to library systems across the state that did not already have those rights. Baltimore County, Montgomery County and Prince George's Counties were not included in the 2024 legislation as they already had established collective bargaining units. However, the 2024 Library Workers Empowerment Act allows two bargaining units in each of the jurisdictions: employees and supervisory employees.

Prince George's County library has three bargaining units, and all the other library systems covered under the statewide 2024 Library Workers Empowerment Act have the right to establish two bargaining units, Baltimore County Public Library system has become an outlier. Our library system does not allow supervisors the right to collectively bargain.

Who benefits from this bill

Collective bargaining rights are a seat at the table with library management that will boost the morale of these supervisory employees and will likely add to the length of their service. Just as important, this bill will help ensure that all supervisory employees are treated fairly and equitably throughout the system.

Supervisory employees of the Baltimore County Public Library system will benefit, as they will have a more constructive and equitable work environment. Patrons of the library will also benefit, as they will be served by employees who feel more valued by their employer.

Why you should vote for this bill

This is a bill of parity. The supervisors in our library system are left out of the statewide library collective bargaining unit bill, and this bill will correct that inequity.

I ask for a favorable report. Thank you.