



*Queen
Anne's
County*

County Commissioners:

James J. Moran, At Large
Jack N. Wilson, Jr., District 1
J. Patrick McLaughlin, District 2
Philip L. Dumenil, District 3
Christopher M. Corchiarino, District 4

**THE COUNTY COMMISSIONERS OF
QUEEN ANNE'S COUNTY**

The Liberty Building
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*County Administrator: Todd R. Mohn, PE
Executive Assistant to County Commissioners: Stephanie Jarrell
County Attorney: Patrick Thompson, Esquire*

February 25, 2025

The Honorable Senator Pamela Beidle
Finance Committee
Senate Office Building
3 West Miller
Annapolis MD 21401

RE: SB 976 – Collective Bargaining - Local Government Employees and Public Employee Relations
Act **OPPOSE**

Dear Honorable Beidle,

We, the Queen Anne's County Commissioners, are writing to express our strong opposition for Maryland Senate Bill 976, which mandates collective bargaining rights for local government employees across Maryland; establishes impasse procedures for collective bargaining between public local employers and their employees that includes binding arbitration and authorizes the governing body of a county or municipality to adopt a local law on labor relations. While the intent of this Bill may be to address labor disputes and improve overall working conditions for public sector employees, we believe this legislation poses significant risks to fiscal responsibility, operational efficiency, and the autonomy of local governments to make decisions in the best interest of their communities.

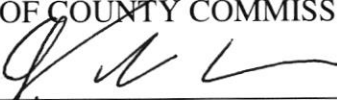
- Senate Bill 976 would require significant financial resources to support collective bargaining negotiations, including the hiring of labor relations attorneys, mediators, and additional Human Resources personnel to manage contracts and disputes.
- Delays in critical hiring necessary to maintain essential functions and delays in performance discipline and workforce management.
- Disciplinary actions and performance management may face increased bureaucracy, hindering employee accountability.
- The bill could limit the County's ability to implement workforce reorganizations or operational changes needed to improve efficiency and effective public service delivery.
- Queen Anne's County employees currently benefit from competitive compensation and benefits, written grievance procedures with a structured appeals process under Section X of the Employee Handbook.
- Our current policies ensure fairness, equal opportunity, and a supportive work environment, making unionization unnecessary.
- The plain language of the Bill provides that public local employees may strike on the declaration of an impasse by either party. Our Employee Handbook provides language for no strikes or lockouts to maintain the critical services of local County government.

Rather than impose a one size fits all approach mandating collective bargaining with binding arbitration, we encourage lawmakers to provide for local autonomy to recognize and support the uniqueness of their workforce.


Therefore, we strongly oppose the expansion of collective bargaining with binding arbitration to local public employers. We urge you to consider the long-term consequences of this bill on local budgets, governance, service delivery, and labor relations. We remain committed to working collaboratively with our workforce to ensure fair and equitable treatment for public employees, offer fair and competitive compensation and benefits, transparent workplace policies, and employee engagement. However, we believe that a more flexible and locally controlled approach is in the best interest of both workers and the communities they serve.

Thank you for your consideration of our concerns. We appreciate your attention to this important matter and hope that you will take our opposition into account as the bill moves forward.


QUEEN ANNE'S COUNTY
BOARD OF COUNTY COMMISSIONERS



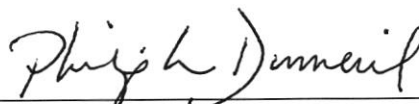
Christopher M. Corchiarino, President



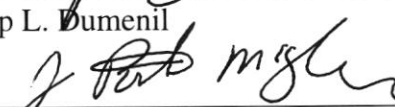
James J. Moran



Jack N. Wilson



Philip L. Dumenil



J. Patrick McLaughlin