



# FREDERICK

## MARYLAND

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**Letter of Information**  
**SB976: Collective Bargaining - Local Government Employees and Public Employee Relations Act**  
**Finance Committee**

February 27, 2025

Dear Honorable Chair Beidle, Vice Chair Hayes, and Members of the Committee,

I serve as the City Council President for Maryland's second largest city, the City of Frederick. I offer a letter of information for SB976: Collective Bargaining - Local Government Employees and Public Employee Relations Act. My goal with this letter is to provide additional perspective regarding the implementation of this legislation and our outlook regarding collective bargaining rights for our employees.

A legislative proposal was introduced last year to provide collective bargaining rights for City employees (non-sworn). During our consideration of that proposal, AFSCME Maryland Council 3 weighed in with amendments to improve the legislation. The City of Frederick's Government Operations Committee will consider this legislation and any remaining AFSCME amendments on March 20<sup>th</sup>. Should the Committee vote to move the legislation forward, the soonest the ordinance could be adopted would be April 3<sup>rd</sup>. To my knowledge, there is no additional budget required for adopting this ordinance and our management team has not expressed any additional financial obligations.

I've long-heard concerns related to collective bargaining provisions; that somehow enabling employees to work with their management in a constructive way costs money. I believe this is not only a better outcome for City employees but also City residents: informed decisions will help us make better decisions at budget time. We know we will continue to have limited resources and collective bargaining enables tough but productive conversations so we can all do more for those we serve. That said, if we had budget concerns regarding collective bargaining for our employees, we would be talking about those concerns as we approach our Fiscal Year 2026 operating budget considerations next month.

Thank you for considering this point of view in your decision making.

Sincerely,

Katie Nash, Council President  
City Council, City of Frederick