



# Baltimore Fire Officers Association

Local No. 964

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CHARTERED FEBRUARY 20, 1948



February 4, 2025

Maryland Senate Finance Committee  
3 East Miller Senate Office Building  
Annapolis, Maryland 21401  
ATTN: Chair Pamela Beidle and Vice Chair Antonio Hayes  
**SENT VIA EMAIL**

RE: Support for SB 373 State Personnel - BWI Airport Fire and Rescue Department -  
Collective Bargaining and Arbitration Processes

Dear Chair Beidle and Esteemed Members of the Senate Finance Committee,

I am writing to express my strong support for Senate Bill 373, which seeks to enhance the collective bargaining and arbitration processes for the dedicated uniformed fire employees of the BWI Airport Fire and Rescue Department. This legislation is essential in ensuring fair negotiations and a structured dispute resolution process that benefits both the employees and the State.

BWI Airport's Fire and Rescue Department plays a critical role in maintaining public safety and responding to emergencies with professionalism and efficiency. These highly trained individuals face significant risks daily to protect travelers, airport staff, and surrounding communities. By instituting a more structured collective bargaining process with binding arbitration in case of an impasse, SB 373 ensures that their concerns regarding wages, working conditions, and benefits are addressed equitably and in a timely manner.

The inclusion of a deadline for negotiations and the establishment of a binding arbitration process creates a fair and transparent mechanism to resolve disputes without unnecessary delays. This not only promotes workplace stability but also enhances morale among first responders who deserve recognition and support for their service. Additionally, ensuring that agreements remain in effect until a successor agreement is reached prevents disruptions that could impact the department's operational readiness.

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Passage of SB 373 is a crucial step in fostering a more effective and fair collective bargaining framework for BWI's firefighters. I urge you and your colleagues to support this bill and advocate for its swift passage. Thank you for your time and consideration.

Yours very sincerely and respectfully,

A handwritten signature in black ink, appearing to read 'Joshua L. Fannon', with a stylized flourish at the end.

Joshua L. Fannon, President  
IAFF Local 964 Baltimore Fire Officers

CC: Mr. Jeffrey Buddle, President, Professional Fire Fighters of Maryland  
Mr. Christian Rejonis, President, IAFF Local 1742 BWI Airport Professional Firefighters