



February 6, 2025

Senator Pamela Beidle, Chair
Senate Finance Committee
3 East, Miller Senate Office Building
Annapolis, Maryland 21401

Position: FAVORABLE

**SB373 – State Personnel – BWI Airport Fire & Rescue Department
Collective Bargaining and Arbitration Processes**

The Professional Fire Fighters of Maryland represents more than 10,000 active and retired professional fire fighters and emergency medical services personnel who proudly serve the citizens of the State of Maryland.

Senate Bill 373 would provide for collective bargaining with binding arbitration between uniformed fire fighters of the BWI Airport Fire & Rescue Department and the State of Maryland. Collective bargaining is an essential tool for ensuring that fire fighters have a seat at the table particularly when it comes to wages, benefits, and working conditions.

Binding arbitration reduces the uncertainty that fire fighters face when negotiations break down. Knowing that an impartial third party will make a final decision fosters trust in the bargaining process, empowering fire fighter representatives at the bargaining table to participate more fully and advocate for their member's needs.

Equally important, binding arbitration also provides a fair, impartial, and legally sound mechanism to resolve differences when collective bargaining does not produce a mutually agreed upon outcome.

The State of Maryland also stands to gain a benefit from binding arbitration. The process prevents the unnecessary escalation of disputes, which could otherwise lead to workplace uncertainty, decreased employee morale or employer reputational damage.

On behalf of the members of Professional Fire Fighters of Maryland I urge you to support SB373, an important piece of legislation, which will foster a more balanced, just, and productive environment for our fire fighters at BWI Airport.

Submitted respectfully,



Jeffrey Buddle, President
Professional Fire Fighters of Maryland

The membership of the Professional Fire Fighters of Maryland includes 25 IAFF local affiliates from the following jurisdictions:

Federal: Aberdeen Proving Grounds, Fort George G. Meade, National Capital Federal Fire Fighters

State: Baltimore / Washington International Airport

Local: Annapolis City, Allegany County, Anne Arundel County, Baltimore City (2 affiliates), Baltimore County, Carroll County, Cecil County, Charles County, Cumberland City, Frederick County, Garrett County, Hagerstown, Howard County, Montgomery County, Ocean City, Prince Georges County, Queen Annes County, Salisbury, Talbot County, Worcester County