



HB1492 – COLLECTIVE BARGAINING – PUBLIC EMPLOYEES – REVOCATION OF CERTIFICATION AND SCHOOL AND LIBRARY EMPLOYEES’ RIGHT TO STRIKE

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GOVERNMENT, LABOR, AND ELECTIONS

OPPOSE

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Anne Arundel County Public Schools (AACPS) opposes **HB1492 – Collective Bargaining – Public Employees – Revocation of Certification and School and Library Employees’ Right to Strike**. This bill establishes that public school employees and employer organizations have the right to engage in a strike. Public school employers are prohibited from promising, threatening, or taking any of the following actions against a public school employee: (1) permanently replacing the public school employee for supporting or participating in a strike; (2) discriminate against the public school employee who is working, has returned to work, or has offered unconditionally to return to work for the public school employer after supporting or participating in a strike; or (3) lock out, suspend, or otherwise withhold employment from public school employees in order to influence the position of the public school employees or an employee organization preceding a strike.

AACPS opposes this bill because authorizing strikes in public K–12 education creates substantial and foreseeable harm to students and families, while undermining the statutory obligation of county boards to maintain continuous school operations.

AACPS serves approximately 85,000 students and employs more than 11,000 staff across 118 schools. A strike would immediately disrupt instructional continuity, student supervision, transportation, meal services, and specialized support. Such disruption directly conflicts with Maryland’s requirement that school systems provide 180 instructional days and meet minimum annual hour thresholds. In addition, interruptions in services for students with disabilities raise significant compliance risks under federal and state law and may result in compensatory service obligations and unbudgeted costs. The bill provides no funding mechanism or operational framework to mitigate these impacts.

AACPS supports strong collective bargaining rights and structured dispute resolution processes; however, introducing lawful strikes into public education shifts the impact of labor disputes to students and families. The predictable result is disruption of legally mandated instructional time, destabilization of system operations, and significant fiscal and compliance exposure—without a state plan to ensure continuity of services. Accordingly, AACPS respectfully requests an **UNFAVORABLE** committee report on HB1492.