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**HB 1492 – Collective Bargaining – Public Employees – Revocation of Certification and School and Library Employees’ Right to Strike  
Government, Labor, and Elections Committee  
March 11, 2026**

**FAVORABLE**

AFSCME Maryland Council 3 supports House Bill 1492. House Bill 1492 authorizes the right to strike for public K-12 employees and county library employees and repeals current prohibitions on the right to strike for these workers.

AFSCME Maryland Council 3 represents approximately 55,000 public service workers across Maryland including city, county, state, and higher education. AFSCME Council 3 is proud to represent thousands of K-12 public school support staff and county library employees throughout Maryland. K-12 public school employees and county library employees provide important public services for our communities and they need an impasse tool that levels the negotiations playing field for a fair contract that supports public services.

Approximately a dozen states authorize strikes for certain groups of public employees, including nearby jurisdictions such as Pennsylvania and Ohio. In Pennsylvania, certain groups of public employees, including public school employees, have had the right to strike since 1970, when Pennsylvania passed the Public Employee Relations Act.

Research illustrates that strikes accomplish what they are designed to do: resolve a dispute between management and labor in a timely manner. In 2023, two-thirds of strikes were resolved within seven days of their start date. Workers do not want to go out on strike. A strike is a measure of last resort that must be used responsibly to resolve an impasse. HB 1492 will ensure that public school employees and county library employees have an effective impasse resolution tool at their disposal. This impasse tool will incentivize both management and labor to negotiate in good faith and mutually agree to a collective bargaining agreement that respects the value of public employees and public services.

**We urge the committee to issue a favorable report on HB 1492.**