

HB1492_RichardKaplowitz_FAV
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Richard Keith Kaplowitz
Frederick, MD 21703

TESTIMONY ON HB#/1492 - FAVORABLE

Collective Bargaining - Public Employees - Revocation of Certification and School and Library Employees' Right to Strike

TO: Chair Wells, Vice Chair Kerr, and members of the Government, Labor and Elections Committee

FROM: Richard Keith Kaplowitz

My name is Richard K. Kaplowitz. I am a resident of District 3, Frederick County. I am submitting this testimony in support of HB#1492, **Collective Bargaining - Public Employees - Revocation of Certification and School and Library Employees' Right to Strike**

This bill is submitted to protect labor rights in unionization by defining who is covered in a union contract and their rights to strike as part of a labor contract negotiation.

This bill will declare public school employees and public libraries employees have the right to engage in a strike. A public-school employer or public library system employer may not promise, threaten, or take any of the following actions against their employees:

- permanently replace the employee for supporting or participating in a strike
- discriminate against the employee who is working, has returned to work, or has offered unconditionally to return to work for the employer after supporting or participating in a strike
- lock out, suspend, or otherwise withhold employment from employees to influence the position of the employees or an employee organization preceding a strike.

This bill will uphold union rights by establishing that certain certificated and noncertificated public school employees, library system employees, and employer organizations have the right to engage in a strike; repeals the authority of the Public Employee Relations Board to deny or revoke an employee organization's certification as exclusive representative of public employees in State and local government under certain circumstances; etc.

The right to strike is an important employee tactic employed in addressing a redress of grievances in employment conditions and should not be abridged by who that employer is.

I respectfully urge this committee to return a favorable report on HB#1492.