



**TESTIMONY FOR
HB1539 Maryland Labor Relations Act**

Bill Sponsor: Delegate C. T. Wilson

Committee: House Government, Labor, and Elections

Organization Submitting: Maryland Legislative Coalition

Person Submitting: Aileen Alex, Co-Chair

Position: **FAVORABLE**

I am submitting this testimony in support of **HB1539** on behalf of the Maryland Legislative Coalition. We are an association of unpaid citizen advocates—individuals and grassroots groups in every district across the state—representing and supporting more than 30,000 Marylanders.

Many workers excluded from federal labor protections face the greatest risks of exploitation. Employees of small businesses, non-profits, and other local entities who fall outside the National Labor Relations Act have historically lacked a guaranteed pathway to organize, bargain collectively, or challenge unfair labor practices. Without these rights, they are more vulnerable to low wages, unsafe conditions, unpredictable schedules, and the loss of basic benefits.

HB1539 gives these under-represented workers meaningful protections by creating a neutral state board, establishing clear procedures for union elections, and enforcing strong safeguards against retaliation. By extending these rights to workers long left out of federal law, the bill helps correct deep inequities and strengthens Maryland's entire labor landscape.

The Maryland Labor Relations Board established by the bill will oversee collective bargaining for covered private-sector employees. It will set out fair election procedures, certification processes, and mechanisms to investigate unfair labor practices by both employers and employee organizations. This ensures that workers and management come to the table as equals.

By protecting collective bargaining rights and ensuring fair labor practices, HB1539 helps build a Maryland where workers can thrive—not just survive—and where their voices are respected both at work and in civic life. For these reasons, we respectfully urge a **FAVORABLE** report on HB1539.