

May 28, 2021

The Honorable Bill Ferguson  
President of the Maryland Senate  
H-107 State House  
Annapolis, MD 21401

The Honorable Adrienne A. Jones  
Speaker of the Maryland House of Delegates  
H-101 State House  
Annapolis, MD 21401

Dear Mr. President and Madam Speaker:

In accordance with Article II, Section 17 of the Maryland Constitution, I have vetoed Senate Bill 9 – *State Employees – Collective Bargaining – Applicability, Bargaining Processes, and Memorandums of Understanding*, Senate Bill 717/House Bill 904 – *State Personnel – Collective Bargaining – Exclusive Representative Access to New Employees*, and Senate Bill 746/House Bill 894 – *Education – Community Colleges – Collective Bargaining*. These pieces of legislation seek to address problems that do not exist and change labor practices that have worked for decades, while creating several burdensome fiscal and operational hardships.

Senate Bill 9 – *State Employees – Collective Bargaining – Applicability, Bargaining Processes, and Memorandums of Understanding*

This legislation revokes the legislative authority of the twelve institution presidents to designate a representative to negotiate on behalf of their institution and assigns this role to the University System of Maryland Chancellor. This new process will give labor unions the authority to veto the institution president's right to negotiate matters. The consolidated bargaining required under this legislation will likely disadvantage the University System of Maryland's smaller institutions that have fewer financial resources, including the System's Historically Black Colleges and Universities.

Additionally, other issues will arise because each institution has its own distinct mission, and they vary by size, budget, research category, geographic location, labor market, and proportion of employees represented in collective bargaining.

Senate Bill 717 and House Bill 904 – State Personnel – Collective Bargaining – Exclusive Representative Access to New Employees

This legislation would significantly expand a union's initial access to new employees by requiring University System of Maryland Institutions to transmit a new employee's name, unit, and all employee identification to the union president. In addition to being unacceptably invasive to employees, this practice could result in an employee being at a higher risk for identity theft.

Senate Bill 746 and House Bill 894 – Education – Community Colleges – Collective Bargaining

This legislation establishes a uniform statewide collective bargaining process for Community College employees at a time when Community Colleges across the state are still facing challenges from the COVID-19 pandemic. The extra expenses associated with collective bargaining will put a severe strain on counties and the budgets of community colleges, most likely leading to increased tuition costs at a time when affordable training and education opportunities are needed the most.

The time is simply not right for the implementation of these pieces of legislation that will harm students, employees, and institutions of higher education in Maryland.

Sincerely,

Lawrence J. Hogan, Jr.  
Governor