

**Testimony in Support of HB 45**  
**Education – Baltimore County Public Library – Collective Bargaining**

Testimony of Delegate Cathi Forbes  
Hearing January 27, 2021 at 1:30 pm  
Appropriations

***What this bill does***

This bill would allow employees of the Baltimore County Public Library system to form, join and participate in an employee organization, and engage in collective bargaining.

***Why this bill matters***

The library employees indicate that they love the work they do, but would like better communication between workers and management, and more input before decisions are made. They understand that large pay increases cannot necessarily be granted at this time, but they would like more transparency in the hiring and promotion process, and more consistent policy enforcement across all branches.

Collective bargaining rights and a seat at the table with library management will boost the morale of these employees, and will likely add to the length of their service. Just as important, this bill will help ensure that all employees are treated fairly and equitably throughout the system.

***Who benefits from this bill***

Employees of the Baltimore County Public Library system will benefit, as they will have a more constructive and equitable work environment. Patrons of the library will also benefit, as they will be served by employees who feel more valued by their employer.

***Why you should vote for this bill***

Employees deserve the right to form a union and collectively bargain. Librarians in Montgomery, Prince George's and Howard Counties already enjoy these rights. What's more, this bill has the support of the Baltimore County Government.

I ask for a favorable report. Thank you.