



A Union of Professionals
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**Written Testimony Submitted to the
Maryland House Appropriations Committee
HB 45 - Education - Baltimore County Public Library - Collective Bargaining
January 27, 2021**

SUPPORT

Chair McIntosh and members of the committee. On behalf of the American Federation of Teachers - Maryland (AFT-Maryland), which represents more than 20,000 educators, government, and healthcare workers across Maryland, I urge you to support HB 45 Education - Baltimore County Public Library - Collective Bargaining.

The Baltimore County Public Library System (BCPL), staff BCPL of approximately 600 full or part-time librarians or circulation clerks working in the 19 different branches have joined together with the goal of establishing collective bargaining rights.

BCPL employees love of the work they do. They find professional satisfaction in the service they provide to the community. However, they are frustrated with their working conditions. Some of their issues include ineffective communication between management and employees; inconsistent policy enforcement; and lack of transparency in hiring and promoting processes.

Policies that he need to improve include respect and sensitivity to diversity issues, and treatment of part-time employees.

Employees feel BCPL was an employer with whom they could grow their career. They chose to embark on a campaign to establish collective bargaining rights to try to improve the less desirable workplace policies and preserve the appealing aspects of BCPL employment through the collective bargaining process.

We ask this committee for a favorable report on HB 45. Thank you for your time.

Marietta English
President