



**Senate Finance Committee
SB 591, Education - Public Libraries - Collective Bargaining
(Library Workers Empowerment Act)**

February 29, 2024 – Favorable with Amendments

Dear Chair Beidle, Vice Chair Klausmeier, and Committee Members:

I am writing in support of SB 591, the Library Workers Empowerment Act, **only with amendments**. I heartily support and have previously publicly supported the right of library employees to form unions if they so desire. Overall, this bill will accomplish that objective. However, I am highly concerned with two sections of the bill:

#1

Section 23–907. (D) (3) on Page 8, line 33 through Page 9, line 5, pasted here for your reference:

33 (3) IF THE EMPLOYEE ORGANIZATION SUBMITS A SHOWING OF
34 INTEREST OF AT LEAST 50% OF THE EMPLOYEES IN AN UNREPRESENTED
35 BARGAINING UNIT:
1 (I) THE NEUTRAL DECISION MAKER SHALL ISSUE TO EACH
2 PARTICIPANT IN AN ELECTION A CERTIFICATION OF REPRESENTATION; AND
3 (II) THE EMPLOYER SHALL RECOGNIZE THE EMPLOYEE
4 ORGANIZATION AS THE CERTIFIED BARGAINING REPRESENTATIVE OF THE
5 EMPLOYEES AT ISSUE.

This section precludes the ability of employees to participate in an election by secret ballot as detailed in section 23–907. (F) (1). **I find this to be highly anti-democratic, and therefore I respectfully request an amendment to delete section 23–907. (D) (3).**

#2

Section 23–912. (B) (3) on Page 8, line 9 through 11, Page 22, pasted here for your reference:

9 (B) SUBJECT TO APPLICABLE PROVISIONS OF A COLLECTIVE BARGAINING
10 AGREEMENT AND IN ACCORDANCE WITH THE RESPECTIVE COUNTY CHARTER AND
11 OTHER APPLICABLE LAWS, THE EMPLOYER MAY:

This insertion into the bill would eviscerate the ability of employers to manage their libraries. It is antithetical to the entire purpose of this section of the bill.

If these two amendments cannot be incorporated into the bill, I would wholeheartedly oppose passage of the bill by the Senate. I cannot state my objection more emphatically.

I understand that the bill sponsor, Senator Lam, is also working with the Maryland Association of Public Library Administrators (MAPLA) to consider other amendments. As a member of MAPLA, I support those amendments as well.

Thank you very much for consideration of these requests.

Sincerely,

A handwritten signature in black ink, appearing to read "Skip Auld". The signature is written in a cursive, flowing style.

Skip Auld, Chief Executive Officer, Anne Arundel County Public Library