

SUPPORT STATE WORKERS & PUBLIC SERVICES!

VOTE FOR QUESTION 1 IN NOVEMBER!

Top Reasons to Vote YES for QUESTION 1:

- ✓ **Levels the playing field** for 40,000 state employees during union contract negotiations so the State **cannot ignore** the concerns of workers.
- ✓ This would **improve labor law** and would align us with 26 other states & D.C.
- ✓ Passing this **raises the standard** for all public employees in Maryland and helps **protect our public services**.

Question 1 creates a fair, efficient, and transparent framework for resolving disputes in union negotiations between the State and state employee unions.

Currently, if a stalemate occurs in union negotiations for state employees, the only tool to resolve the stalemate is a process called “fact finding”. Fact finding is not an effective tool to resolve an impasse, or stalemate, in union negotiations because the findings are NOT binding.

Under the changes proposed in the **Arbitration Reform for State Employees Act of 2026**, when we reach impasse with the State, we instead engage a third-party arbitrator who will consider the facts on both sides and issue a binding decision.

For the Arbitration Reform for State Employees Act of 2026 to become a law, Marylanders must vote on — and pass! — a constitutional amendment during the upcoming fall general election.

Question 1

Arbitration Reform for State Employees Act of 2026

Providing that each budget submitted by the Governor shall include proposed expenditures necessary to implement wages, hours, fringe benefits, health benefits, and other terms and conditions of employment in each collective bargaining memorandum of understanding with State employees, whether the State and State employees reached those terms and conditions by mutual agreement or through a neutral decider's order.



For



Against



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