

SUPPORT COUNTY EMPLOYEES & PUBLIC SERVICES IN ANNE ARUNDEL COUNTY!

VOTE FOR QUESTION 1 & QUESTION A IN NOVEMBER!

Top Reasons to Vote YES for QUESTION 1 and QUESTION A:

- ✓ **Levels the playing field** for public employees during union contract negotiations so management cannot ignore the concerns of workers. Question 1 would apply to state employees, and Question A would apply to Anne Arundel County employees.
- ✓ **Improves labor law** and would align us with 26 other states, D.C., and other local jurisdictions in Maryland. In Anne Arundel County, public safety unions already have access to binding interest arbitration.
- ✓ Passing this **raises the standard** for all public employees in Maryland and helps **protect our public services**.

Question 1 and Question A create fair, efficient, and transparent frameworks for resolving disputes in union negotiations between public employers and our unions.

Currently, if a stalemate occurs in union negotiations, 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.

If Question 1 and Question A pass, when we reach impasse with either the State or Anne Arundel County, we would instead engage a third-party arbitrator who will consider the facts on both sides and issue a binding decision.

In order to secure our right to binding interest arbitration, Marylanders must vote on — and pass! — Question 1 and Question A.

Question 1

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

Question A

To amend the Anne Arundel County Charter to permit all authorized employee representatives to enter into binding arbitration to resolve labor disputes relating to the terms and conditions of employment.



For



Against

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