

VOTE FOR QUESTION 1

Early Voting Runs October 22-29. General Election is November 3.

Support State Workers and Strong Public Services

Question 1 strengthens collective bargaining for Maryland state employees — and protects the public services we all rely on.

Why Union Members Should Care

It will level the playing field

Question 1 establishes a neutral arbitration process to help resolve certain disputes when state employee negotiations reach an impasse.

It will protect collective bargaining

The legislation provides a process for a neutral arbitrator to oversee certain aspects of state employee negotiations and resolve certain bargaining impasses.

It will ensure agreements are funded

Question 1 would require the governor's proposed budget to include the money necessary to implement the wages, benefits, and other terms of state employee collective bargaining agreements, whether those terms were reached through negotiation or through a neutral decision-maker.

It will strengthen public services

Strong collective bargaining helps public employees negotiate fair terms while helping Maryland maintain a strong, professional workforce.

This is a Labor Issue

When one group of union members wins a stronger voice at the bargaining table, it strengthens the entire labor movement.

State employees are our union brothers, sisters, and siblings. They keep Maryland running and provide services that families and communities depend on every day.

Question 1 gives state employees a clearer process for resolving bargaining disputes and requires the state's proposed budget to account for the terms of their collective agreements.

QUESTION 1

Arbitration Reform for State Employees Act of 2026

A Constitutional Amendment requiring each budget submitted by the Governor to include proposed expenditures necessary to implement wages, hours, fringe benefits, health benefits, and other terms and conditions of employment in state employee collective bargaining agreements, whether reached by mutual agreement or through a neutral decision maker.



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Maryland State and DC AFL-CIO

Donna S. Edwards, President • **Samuel A. Epps IV**, Secretary-Treasurer