



## HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

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December 11, 2009

Mr. Gino Renne, President  
UFCW Local 1994, MCGEO  
600 S. Frederick Avenue, Suite 200  
Gaithersburg, Maryland 20877

Dear Gino:

I recently met with UFCW Executive Director Bob Stewart, Organizing Coordinator Amy Millar, and Field Organizer Joshua Ardison to discuss proposed legislation to permit employees of library systems in Maryland to join unions for the purpose of collective bargaining. I write to convey my support for this legislation.

As currently drafted, the proposed legislation embodies what I strongly feel is an undeniable right to all employees – the right to organize. I also fully endorse the manner by which this bill provides for an employee's right to organize. By allowing, and not requiring, library employees to organize a union to negotiate terms of employment with management, the proposed legislation strikes the correct balance between respecting the rights of those employees who elect to organize and those who choose not to organize.

I also find no cause for concern from a management perspective. The proposed bill prohibits unions from interfering in any way with the rights given to management, and requires unions to bargain in good faith. In addition, the bill prohibits library employees from engaging in a strike or a work slow down. In terms of impasse resolution, the bill allows a neutral third party to mediate and/or issue a fact-finding report, but it does not bind either side to a fact-finding report. Moreover, the role of the library trustees is preserved by having to ratify any agreement that has a present or future fiscal impact.

For these reasons, I support the proposed legislation to give library employees the right to organize and collectively bargain.

Sincerely,

Ken Ulman  
County Executive

cc: Bob Stewart