

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2026 Legislative Session

Resolution No. CR-055-2026
Proposed by Council Member Oriadha
Introduced by _____
Co-Sponsors _____
Date of Introduction May 26, 2026

CHARTER AMENDMENT
RESOLUTION

1 A RESOLUTION concerning

2 Amendment of Section 908, Charter of Prince George's County

3 For the purpose of proposing an amendment to Section 908 of the Charter of Prince George's
4 County to add the Federal Mediation and Conciliation Service for disputed labor issues; and
5 generally regarding collective bargaining.

6 BY proposing an amendment to:

7 Section 908,

8 Charter of Prince George's County, Maryland.

9 SECTION 1. NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince
10 George's County, Maryland, that the following amendment to Section 908, Charter of Prince
11 George's County, Maryland, is hereby proposed:

ARTICLE IX. PERSONNEL.

Section 908. Right to Organize and Bargain Collectively.

14 In order that County employees may participate in the formulation and implementation of
15 personnel policies affecting their employment, they shall have the right to organize and bargain
16 collectively through representatives of their own choosing, subject to any procedural regulations
17 that the Council shall provide by law. The Council shall provide by law a labor code for County
18 employees, which shall include: (1) the manner of establishing units appropriate for collective
19 bargaining; (2) the manner of designating or selecting bargaining representatives; and (3)
20 definitions of and remedies for unfair labor practices. In order to prevent strikes, job actions, and

1 other disruptions that might impede the protection of the public health, safety, and general welfare,
 2 the County Executive shall immediately submit to binding arbitration any disputed issues
 3 including but not limited to wages and terms and conditions of employment arising out of the
 4 negotiation of a collective bargaining agreement with a representative of County Protective
 5 Service Employees which has not successfully been negotiated by March 1 of the year in which
 6 any existing agreement expires unless an extension is mutually agreed upon. "Protective Service
 7 Employees" shall be defined as sworn police officers, uniformed firefighters, correctional officers
 8 and deputy sheriffs. The disputed issues shall be submitted to the American Arbitration
 9 Association or the Federal Mediation and Conciliation Service and arbitrated pursuant to the [rules
 10 of the American Arbitration Association] labor code. The arbitration hearing shall be concluded
 11 and decision rendered within ninety days of the submission of arbitration unless otherwise ordered
 12 by the arbitrator. The decision of this mandatory arbitration shall be binding upon the County and
 13 the Protective Service Employees. The County Executive is authorized to submit to binding
 14 arbitration any disputes arising out of the interpretation of, or the application of, any collective
 15 bargaining agreement with the representative of County employees. Nothing herein shall be
 16 deemed to authorize a strike by any County employee or employees engaged in duties directly
 17 affecting the public safety.

18 * * * * *

19 SECTION 2. BE IT FURTHER RESOLVED that the provisions of this Resolution are
 20 hereby declared to be severable; and, in the event that any section, subsection, paragraph,
 21 subparagraph, sentence, clause, phrase, or word of this Resolution is declared invalid or
 22 unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall
 23 not affect the remaining words, phrases, clauses, sentences, subparagraphs, paragraphs,
 24 subsections, or sections of this Resolution, since the same would have been enacted without the
 25 incorporation in this Resolution of any such invalid or unconstitutional word, phrase, clause,
 26 sentence, paragraph, subparagraph, subsection, or section.

27 SECTION 3. BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted
 28 to the County Executive for publication and that a copy also be transmitted to the Board of
 29 Supervisors of Elections for submission of the proposed amendment to the voters of this County
 30 at the 2026 General Election.

SECTION 4. BE IT FURTHER ENACTED that the question of adoption of this proposed Charter Amendment shall be submitted to the voters of the County at the General Election occurring on November 3, 2026, and shall be placed on the ballot in the following form:

PROPOSED CHARTER AMENDMENT

RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY – DISPUTED LABOR ISSUES MAY ALSO BE SUBMITTED TO THE FEDERAL MEDIATION AND CONCILIATION SERVICE FOR ARBITRATION

This policy will allow unionized County employees to submit disputed labor issues to an independent arbitration service for arbitration.

FOR: A vote for this measure will allow unionized County employees to use an additional independent arbitration service to resolve disputed labor issues.

AGAINST: A vote against this measure will maintain current labor dispute options for unionized County employees to resolve disputed labor issues.

Adopted this ____ day of _____, 2026, by an affirmative vote of two-thirds of the members of the full County Council.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Krystal Oriadha
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Aisha N. Braveboy
County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.
Asterisks *** indicate intervening existing Code provisions that remain unchanged.