



March 31, 2026

Government, Labor, and Elections
Delegate Melissa Wells
145 Lowe
House Office Building
Annapolis, MD 21401

Re: HB1634 - Cannabis Licensure - Labor Peace Agreements and Collective Bargaining - Oppose

Dear Delegate Wells:

HB1634 would require cannabis licensees to execute and keep in place a labor peace agreement with a labor union.

Labor peace agreements all have one essential purpose: to apply pressure to employers to grant organizing concessions to labor unions. This can include card checks (an employer recognizes a union based on signed cards rather than by the results of a secret ballot election), neutrality (an employer refrains from expressing negative opinions about a union and intervening in an organizing campaign), and workplace access (an employer allows outside union organizers into the workplace). In exchange, unions typically must promise not to strike, picket or otherwise disrupt an employer's operations, at least at this point.

Under the National Labor Relations Act (NLRA), all employees have the right to engage in concerted activities for mutual aid or protection, which is any effort by two or more employees to improve pay, benefits, or working conditions, whether in the presence of a labor union, or not. The NLRA also outlines the employer's rights to present its interest in not being unionized. SB0995 would negate those primary rights under the NLRA.

We see no purpose, and no upside to employers in any industry to give up their rights and to essentially be forced into accepting a labor union.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, strongly opposes this bill. We therefore request that you give this bill an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads "Mike McMullin".

Mike McMullin
President
Carroll County Chamber of Commerce

CC: Delegate Chris Tomlinson
Senator Justin Ready