

CITY OF BALTIMORE
COUNCIL BILL 25-0034R
(Resolution)

Introduced by: The Council President and Councilmember Jones
Cosponsored by: Councilmembers Parker, Dorsey, Conway, Schleifer, Gray, Bullock, Porter,
Blanchard, Ramos, Torrence, and Glover
Introduced and adopted: October 20, 2025

A COUNCIL RESOLUTION CONCERNING

Workers' Rights in Baltimore City

FOR the purpose of recognizing key rights of workers across Baltimore City.

Recitals

WHEREAS, the Baltimore City Council aspires to make Baltimore the best city in the United States for working people by improving working conditions for all workers, whether or not they are union members.

WHEREAS, the Baltimore City Council is committed in its 74th term to a legislative agenda that protects the interests of working people and families, whether they are employed by the City itself, by an independent public agency, or within the private sector.

WHEREAS, Baltimore City government, as a large employer, has the responsibility to uphold strong labor standards by paying its workers fairly and accurately, offering competitive wages and benefits, honoring negotiated agreements, and modeling employment practices that create ripple effects across the broader labor market by setting a positive example for other public and private employers.

WHEREAS, according to the Federal Bureau of Labor Statistics, the Baltimore area saw all items in the Consumer Price Index for All Urban Consumers increased by 2.8 percent from 2024 to 2025.

WHEREAS, Baltimore City Code, Article 11, § 1-2(b) states that it is the declared policy of the Mayor and City Council to eliminate labor conditions which do not provide the income necessary to sustain minimum standards of decent living conditions in relation to the cost of living in the City.

WHEREAS, the Maryland Occupational Safety and Health Agency cited the Baltimore City Department of Public Works, Bureau of Solid Waste for a “serious” violation for failing to protect its employees from life-threatening heat for the death of Ronald Silver II on August 2, 2024.

WHEREAS, the Baltimore City Wage Commission issued 198 late payroll violations in Fiscal Year 2024.

EXPLANATION: Underlining indicates matter added by amendment.
~~Strike out~~ indicates matter deleted by amendment.

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1 **WHEREAS**, a 2025 report from the Brookings Institution found that Maryland workers face
2 the second-highest average impact of generative AI on their jobs of those in any state, second
3 only to those in Massachusetts.

4 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE**, that the City
5 Council of Baltimore recognizes key rights of workers across Baltimore City.

6 **AND BE IT FURTHER RESOLVED**, that the City Council is committed, in partnership with the
7 Administration, to advancing the following rights for workers in Baltimore City through policy,
8 legislative actions, oversight, and other mechanisms available to Baltimore City Council:

- 9 1. The right to work in safe conditions that do not threaten their lives nor livelihoods;
- 10 2. The right to earn a fair and livable wage and adequate benefits that sustain minimum
11 standards of decent living conditions with reasonable and predictable hours;
- 12 3. The right to organize, collectively bargain over compensation, benefits, and working
13 conditions, without fear of retaliation from their employer;
- 14 4. The right to privacy, fair decision-making regarding hiring and other employment
15 decisions, and dignified work considering continued advancements in Artificial
16 Intelligence (AI) technology;
- 17 5. The right to access public pre-K through high school education and career training
18 that advances their knowledge and skills;
- 19 6. The right to family life and work life balance, supported by policies that improve
20 employee morale and retention; and
- 21 7. The right to freely exercise their democratic voices through voting and civic
22 participation so they can ensure their government upholds this Workers' Bill of
23 Rights.

24 **AND BE IT FURTHER RESOLVED**, That a copy of this Resolution be sent to the President of the
25 Metropolitan Baltimore Council AFL-CIO, the Mayor, the Baltimore City Labor Commissioner,
26 the Baltimore City Administrator, the Baltimore City Department of Public Works Director, the
27 Baltimore City Department of Transportation Director, the Baltimore City Housing
28 Commissioner, the Baltimore City Department of Recreation and Parks Director, and the Mayor's
29 Legislative Liaison to the City Council.