

RESOLUTION NO. 3480

A RESOLUTION OF THE COUNCIL OF THE CITY OF SALISBURY SCHEDULING THE REFERENDUM ON THE PROPOSED CHARTER AMENDMENT TO REPEAL ARTICLE XXIII OF THE CITY CHARTER FOR THE NEXT GENERAL ELECTION SCHEDULED FOR TUESDAY, NOVEMBER 2, 2027.

WHEREAS, By Charter Amendment Resolution No. 2022-4, the City of Salisbury amended its Charter to add Article XXIII (§ SC23-1), which granted certain employees the right to organize and bargain collectively through representative employee organizations of their own choosing and to submit to binding arbitration certain labor disputes that arise during negotiations, which were to be subsequently defined and established by Ordinance referred to as the City's "Labor Code"; and

WHEREAS, on April 27, 2026, the Council of the City of Salisbury initiated a proposed amendment to the City's Charter, referred to as "Charter Amendment Resolution No. 2026-03," which sought to repeal Article XXIII of the City Charter and to abrogate all collective bargaining rights; and

WHEREAS, on May 26, 2026, following a public hearing, the Council of the City of Salisbury by majority vote adopted Charter Amendment Resolution No. 2026-03 to repeal Article XXIII of the Charter in its entirety and to abrogate all collective bargaining rights; and

WHEREAS, on July 6, 2026, within forty (40) days of the Council adopting Charter Amendment Resolution No. 2026-03, a petition for a referendum, which was signed by more than twenty percent (20%) of the qualified voters of the City for the City's general election, was received by the City Clerk and requested that the proposed amendment be submitted to referendum of the qualified voters of the City; and

WHEREAS, at the City Council Work Session on August 10, 2026, the City Clerk informed Council that the petition for a referendum, which was received by the City Clerk on July 6, 2026, satisfied all legal requirements; and

WHEREAS, pursuant to § 4-304(d)(5) of the Local Government Article of the Maryland Annotated Code, the Council hereby specifies by this Resolution the referendum shall occur at the next General Election, scheduled for Tuesday, November 2, 2027, from 7:00 a.m. to 7:00 p.m., and sets forth herein the exact text to be placed on the ballot.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALISBURY by virtue of the authority granted in Article XI-E of the Maryland Declaration of

Rights, §§ 4-301 *et seq.* of the Local Government Article of the Code of Maryland, and Article XXI of the City Charter as follows:

Section 1. The proposed Charter Amendment Resolution 2026-3 shall be submitted to referendum of the qualified voters of the City, and the referendum shall occur at the next General Election, which is scheduled for November 2, 2027, from 7:00 a.m. to 7:00 p.m.

Section 2. The following bolded text shall be placed on the ballot:

Article XXIII of the City Charter provides:

“§ SC23-1. - Collective Bargaining

The City of Salisbury grants certain public employees the right to organize and bargain collectively through representative employee organizations of their own choosing and to submit to binding arbitration certain labor disputes that may arise during negotiations as defined and provided by ordinance of the City Council to be referred to as the "Labor Code." Once this Charter Amendment takes effect, the City Council shall adopt a Labor Code establishing, inter alia, the scope and subjects of bargaining, including negotiable and non-negotiable items, or both; the rights of the employer and the employee; the units appropriate and inappropriate for collective bargaining; grievances; unfair labor practices; permissible and impermissible union activities; and the scope and method of binding arbitration and the disputes to be submitted to binding arbitration. The Labor Code shall prohibit strikes or work stoppages for all public employees.”

Should Article XXIII of the City Charter be repealed?

Yes

No

- **A “yes” vote means Article XXIII will no longer be valid or enforceable and Article XXIII will be removed from the City Charter.**
- **A “no” vote means Article XXIII will continue to be valid and enforceable and Article XXIII will not be removed from the City Charter.**

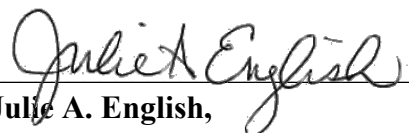
AND, BE IT FURTHER RESOLVED BY THE COUNCIL OF THE CITY OF SALISBURY:

Section 3. It is the intention of the Council of the City of Salisbury that each provision of this Resolution shall be deemed independent of all other provisions herein.

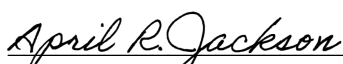
Section 4. It is further the intention of the Council of the City of Salisbury that if any section, paragraph, subsection, clause, or provision of this Resolution shall be adjudged invalid, unconstitutional, or otherwise unenforceable under applicable Maryland or federal law, such adjudication shall apply only to the section, paragraph, subsection, clause, or provision so adjudged and all other provisions of this Resolution shall remain and shall be deemed valid and enforceable.

Section 5. The Recitals set forth hereinabove are incorporated into this section of this Resolution as if such recitals were specifically set forth at length in this Section.

THE ABOVE RESOLUTION was introduced and read and passed at the regular meeting of the Council of the City of Salisbury held on this 14 day of September, 2026.



Julie A. English,
City Clerk



April R. Jackson,
City Council President