

**ONE JOB
SHOULD BE
ENOUGH!**

MSEA

UNION POWER DRIVES PROGRESS

Safety & Solidarity for Maryland Public Employees
NEW Protections for Public School Employees

WHAT YOU CAN DO



Share your concerns and experiences with your local union. Attend the regional meeting in your area to give input and learn.



Track incidences of violence against educators and safety infractions in your school or worksite and the response from your administration.



Spread the word! Be sure your colleagues know about the Davis Martinez Act and that unions made it happen.

The 2025 Maryland General Assembly passed the Davis Martinez Public Employee Safety and Health Act after outrage from public service employees following the death of Davis Martinez, a Maryland probation and parole agent who was tragically murdered during a home visit on May 31, 2024.

For years, employees raised red flags regarding safety issues on the job and in the aftermath of the tragedy, union members from MSEA, AFSCME, AFT, and SEIU demanded that lawmakers respond to:

- All issues of unsafe working conditions and concerns
- Issues of violence against workers, including educators and support staff both onsite and in the field
- Intruder safety and building security
- Air quality concerns, especially in older buildings
- Appropriate gear, equipment, and tools

The new law protects public service workers like education support staff, teachers, social workers, police and firefighters, state highway workers, medical technicians, and parole agents like Martinez with new requirements for more stringent reporting and faster action. Now, dangers of employers doing the “bare minimum” will not be tolerated by law.

How it works On or before October 1, 2026, Maryland must establish minimum standards to protect public sector workers from workplace violence and other unsafe conditions. Before standards are in place, MOSH must seek input from labor unions (in four dedicated meetings) and from the public (in four regional meetings).

Effective October 1, 2025, public employers are subject to real financial penalties when they violate our health and safety laws, like the heat stress standard that went into effect in 2024.

Under the new law, public employers must:

- Create workplace violence prevention programs
- Keep accurate injury records
- Be transparent with their staff about safety incidents

A new Public Employees Safety and Health Unit (part of MOSH) will regulate and enforce public sector health and safety. This Public Employees Safety and Health Unit will:

- Conduct inspections of employee worksites on and offsite
- Issue citations to employers
- Levy penalties to employers
- Develop annual safety reports

**WE'RE
BUILDING
POWER!
Join Our
Movement
Today!**



CONNECT WITH US!



Follow us @marylandeducators

**ONE JOB
SHOULD BE
ENOUGH!**

"We demanded accountability."

With MSEA's 10-point ESP Bill of Rights, thousands of support staff in every county and job category have their fundamental worker's rights at their fingertips. Union members have put lawmakers on notice by insisting on being seen and heard on wages, health care, a safe and healthy work environment, and more.



"We demanded accountability for safety on the job and now it's law. It's too late for our union brother Davis Martinez, but we can protect current and future workers."

—IVORY SMITH CUSTODIAN, WORCESTER COUNTY



"I know my colleagues and I will benefit from the new law. With protocols in place for reporting and required notice to staff about safety incidents, I feel more confident that our concerns are heard and addressed."

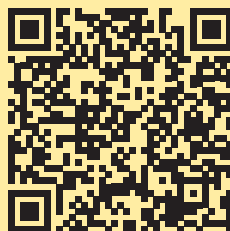
—SHERRY MAYNE SECURITY ASSISTANT, CARROLL COUNTY



"After a tragic event, public employees organized and lobbied lawmakers to finally pass a law mandating that workers be protected on the job. The ESP Bill of Rights is putting folks on notice—we hope they take us seriously in the future."

—IVAN SANTIAGO SPECIAL ED INSTRUCTIONAL ASSISTANT, WASHINGTON COUNTY

**WE'RE
BUILDING
POWER!
Join Our
Movement
Today!**



CONNECT WITH US!



Follow us @marylandeducators