

# HOUSE BILL 1104

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CF SB 689

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By: **Delegates P. Young, B. Barnes, Chang, Hayes, Hettleman, Hill, Korman, Krimm, McCray, Morales, Platt, Sydnor, and Tarlau**

Introduced and read first time: February 11, 2016

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Task Force on Workplace Bullying in State Agencies**

3 FOR the purpose of establishing the Task Force on Workplace Bullying in State Agencies;  
4 providing for the composition, chair, and staffing of the Task Force; prohibiting a  
5 member of the Task Force from receiving certain compensation, but authorizing the  
6 reimbursement of certain expenses; requiring the Task Force to study and make  
7 recommendations regarding certain matters; requiring the Task Force to report its  
8 findings and recommendations to the Governor and certain standing committees of  
9 the General Assembly on or before a certain date; providing for the termination of  
10 this Act; and generally relating to the Task Force on Workplace Bullying in State  
11 Agencies.

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
13 That:

14 (a) There is a Task Force on Workplace Bullying in State Agencies.

15 (b) The Task Force consists of the following members:

16 (1) the cochairs of the Joint Committee on Fair Practices and State  
17 Personnel Oversight, or the cochairs' designees;

18 (2) the Secretary of Budget and Management, or the Secretary's designee;

19 (3) the Secretary of Labor, Licensing, and Regulation, or the Secretary's  
20 designee;

21 (4) an assistant Attorney General with experience in labor and  
22 employment law, appointed by the Attorney General;

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (5) the Executive Director of AFT–Maryland, or the Executive Director’s  
2 designee;

3 (6) the Executive Director of AFSCME Maryland, or the Executive  
4 Director’s designee; and

5 (7) six representatives of stakeholder organizations, appointed by the  
6 Governor.

7 (c) The Secretary of Budget and Management, or the Secretary’s designee, shall  
8 chair the Task Force.

9 (d) The Department of Budget and Management shall provide staff for the Task  
10 Force.

11 (e) A member of the Task Force:

12 (1) may not receive compensation as a member of the Task Force; but

13 (2) is entitled to reimbursement for expenses under the Standard State  
14 Travel Regulations, as provided in the State budget.

15 (f) The Task Force shall:

16 (1) study the effects of workplace bullying in State agencies;

17 (2) develop a survey that can be used to collect data regarding:

18 (i) the prevalence of workplace bullying in State agencies; and

19 (ii) statistics on characteristics of employees who are bullied,  
20 including age, gender, ethnicity, and education level; and

21 (3) make recommendations regarding:

22 (i) a way to report and track workplace bullying in State agencies;

23 (ii) a definition of workplace bullying that can be used uniformly  
24 across State agencies; and

25 (iii) ways to address and prevent workplace bullying in State  
26 agencies, including the possibility of implementing training and bullying awareness  
27 programs.

28 (g) On or before December 31, 2016, the Task Force shall report its findings and  
29 recommendations to the Governor and, in accordance with § 2–1246 of the State

1 Government Article, the Senate Finance Committee and the House Economic Matters  
2 Committee.

3           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect June  
4 1, 2016. It shall remain effective for a period of 1 year and 1 month and, at the end of June  
5 30, 2017, with no further action required by the General Assembly, this Act shall be  
6 abrogated and of no further force and effect.