

Department of Legislative Services  
Maryland General Assembly  
2018 Session

FISCAL AND POLICY NOTE  
Enrolled - Revised

House Bill 451  
Appropriations

(Delegate Jackson, *et al.*)

Finance

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**State Personnel - Collective Bargaining - State Institutions of Higher Education**

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This bill makes changes to the collective bargaining processes overseen by the State Higher Education Labor Relations Board (SHELRB) by (1) clarifying that a member of the board may petition the circuit court for specified entities to comply with an order of the board and (2) expanding unfair labor practices to include failure to meet an established negotiation deadline by an institution of the University System of Maryland (USM) and an employee organization, unless a written agreement between the USM institution and the exclusive representative provides otherwise.

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**Fiscal Summary**

**State Effect:** The bill does not materially affect State finances.

**Local Effect:** The bill is not expected to materially affect circuit court operations or finances.

**Small Business Effect:** None.

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**Analysis**

**Current Law/Background:** If a person fails to comply with an order issued by SHELRB, a member of the board may petition the circuit court to order the person to comply with the board's order.

The State and its officers, employees, agents, or representatives, including State institutions of higher education, are prohibited from engaging in any unfair labor practice, including

those specified. Likewise, employee organizations and their agents or representatives are prohibited from engaging in any unfair labor practice.

**State/Local Expenditures:** Adding failure to meet a negotiations deadline to the list of possible unfair labor practices could result in more cases being filed with SHELRB, which could lead to more petitions filed in circuit court (as could the clarification on who may petition the circuit court for compliance with a board order). However, it is anticipated that any increases will be minimal and can be handled with existing resources.

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### **Additional Information**

**Prior Introductions:** HB 1617 of 2017, a similar bill, was assigned to the House Rules Committee, but no further action was taken.

**Cross File:** SB 655 (Senator Mathias) - Finance.

**Information Source(s):** State Labor Relations Board; State Higher Education Labor Relations Board; Judiciary (Administrative Office of the Courts); University System of Maryland; Department of Budget and Management; Baltimore City Community College; Department of Legislative Services

**Fiscal Note History:** First Reader - February 5, 2018  
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Analysis by: Caroline L. Boice

Direct Inquiries to:  
(410) 946-5510  
(301) 970-5510