

**House Bill 904**  
**State Personnel – Collective Bargaining –**  
**Exclusive Representative Access to New Employees**  
**House Appropriations Committee**  
**February 25, 2021**

**Letter of Information**

Chair McIntosh, Vice-Chair Chang, and Members of the Committee,

Thank you for the opportunity to share our thoughts on House Bill 904. St. Mary's College's current practices are consistent with the requirements of the Bill.

The proposed legislation states that every new employee is permitted to have 30 minutes with an exclusive representative when they are first hired, an increase from the 20 minutes currently required by law. St. Mary's College's current Memorandum of Understanding with The American Federation of State, County, & Municipal Employees (AFSCME) already requires the College to provide new employees with 30 minutes to meet with an exclusive representative. St. Mary's College has been flexible with the time allotted between union representatives and new employees.

The proposed Bill also requires institutions to provide notice of a new employee's date of hire to the union representing them. The Memorandum of Understanding between St. Mary's College and AFSCME has already established this provision.

Thank you for your consideration and continued support of St. Mary's College of Maryland.



Tuajuanda C. Jordan, PhD  
President

