

SENATE BILL 232

P4, F5

(PRE-FILED)

4lr0387
CF HB 144

By: **Chair, Finance Committee (By Request – Departmental – Public Employee Relations Board)**

Requested: September 19, 2023

Introduced and read first time: January 10, 2024

Assigned to: Finance

Committee Report: Favorable

Senate action: Adopted

Read second time: February 8, 2024

CHAPTER _____

1 AN ACT concerning

2 **Public Employee Relations Act – Alterations**

3 FOR the purpose of altering certain provisions of the Public Employee Relations Act,
4 including adding the definition of interested employee organization, altering the
5 timing of exclusive representative access to new employees, clarifying the
6 responsibilities of certain deputy directors, and clarifying the process for certain
7 investigations of unfair labor practices; and generally relating to alterations to the
8 Public Employee Relations Act.

9 BY repealing and reenacting, with amendments,
10 Article – State Government
11 Section 22–101, 22–207(c), 22–305, 22–306(b), and 22–307(a) and (f)
12 Annotated Code of Maryland
13 (2021 Replacement Volume and 2023 Supplement)

14 BY repealing and reenacting, without amendments,
15 Article – State Government
16 Section 22–405(a)
17 Annotated Code of Maryland
18 (2021 Replacement Volume and 2023 Supplement)

19 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
20 That the Laws of Maryland read as follows:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 **Article – State Government**

2 22–101.

3 (a) In this title the following words have the meanings indicated.

4 (b) “Board” means the Public Employee Relations Board.

5 (c) Unless specifically provided otherwise, “day” means a calendar day.

6 (d) “Employee organization” means a labor organization in which public
7 employees participate and that has as one of its primary purposes representing public
8 employees.

9 (e) “Exclusive representative” means an employee organization that has been
10 certified by the Board as an exclusive representative under Subtitle 4 of this title.

11 **(F) “INTERESTED EMPLOYEE ORGANIZATION” MEANS:**

12 **(1) AN EMPLOYEE ORGANIZATION ALREADY REPRESENTING**
13 **EMPLOYEES IN A BARGAINING UNIT; OR**

14 **(2) A PETITIONER WHO HAS MET THE SHOWING OF INTEREST**
15 **REQUIREMENT UNDER § 22–402 OF THIS TITLE.**

16 **[(f)] (G)** “Lockout” means action taken by a public employer to:

17 (1) interrupt or prevent the continuity of the employees’ usual work for the
18 purpose and with the intent of coercing the employees into relinquishing rights guaranteed
19 by this title; or

20 (2) bring economic pressure on employees for the purpose of securing the
21 agreement of their executive representative to collective bargaining agreement terms.

22 **[(g)] (H)** “Public employee” means an individual who holds a position by
23 appointment or employment in the service of a public employer with collective bargaining
24 rights under Title 3 of the State Personnel and Pensions Article or Title 6, Subtitle 4 or 5
25 or Title 16, Subtitle 7 of the Education Article.

26 **[(h)] (I)** “Public employer” means:

27 (1) the State, including any unit, department, or instrumentality of the
28 State;

29 (2) a community college listed under § 16–702(b) of the Education Article;

1 and

2 (3) a county board of education or the Baltimore City Board of School
3 Commissioners.

4 **[(i)] (J)** (1) “Showing of interest form” means a written statement from a
5 public employee who wishes to be represented by a petitioning employee organization for
6 the purpose of collective bargaining.

7 (2) “Showing of interest form” includes:

8 (i) a union authorization card; or

9 (ii) a union membership card.

10 **[(j)] (K)** (1) “Strike” means any concerted action to impede the full and
11 proper performance of employment duties in order to induce, influence, coerce, or enforce
12 demands for a change in wages, hours, terms, or other conditions of employment.

13 (2) “Strike” includes a total or partial:

14 (i) refusal or failure to report to work;

15 (ii) refusal or failure to perform employment duties;

16 (iii) withdrawal from work;

17 (iv) work stoppage; or

18 (v) work slowdown.

19 22–207.

20 (c) (1) Except as provided in paragraph (2) of this subsection and subject to
21 paragraph (3) of this subsection, a public employer shall provide the exclusive
22 representative at least 10 days’ notice of the start date of a new employee in a bargaining
23 unit represented by the exclusive representative.

24 (2) A public employer may provide the exclusive representative with less
25 than 10 days’ notice if there is an urgent need critical to the employer that was not
26 reasonably foreseeable.

27 (3) The notice required under paragraph (1) of this subsection shall:

28 (i) be provided electronically to the local president or exclusive
29 representative designee within 5 days of the **[employee’s first check-in] START OF ANY**
30 **CHECK-IN EVENT THE EMPLOYER OBLIGATES THE EMPLOYEE TO ATTEND;**

1 (ii) except as provided in item (iii) of this paragraph, include the new
2 employee's name, unit, and all employee identification numbers, including Workday
3 numbers;

4 (iii) exclude the new employee's Social Security number; and

5 (iv) be considered confidential by an exclusive representative.

6 (4) (i) Except as provided in subparagraph (ii) of this paragraph, an
7 exclusive representative may not disclose the information in a notice.

8 (ii) The exclusive representative may authorize a third-party
9 contractor to use the information in a notice, as directed by the exclusive representative, to
10 fulfill the exclusive representative's statutory duties.

11 22-305.

12 (a) The Board shall appoint:

13 (1) a deputy director **PRIMARILY RESPONSIBLE** for Executive Branch
14 labor relations;

15 (2) a deputy director **PRIMARILY RESPONSIBLE** for public school labor
16 relations; and

17 (3) a deputy director **PRIMARILY RESPONSIBLE** for public higher
18 education labor relations.

19 (b) The deputy directors:

20 (1) are responsible to and serve at the pleasure of the Board;

21 (2) must have knowledge of and experience with labor issues and the
22 subject matter area associated with their positions; and

23 (3) are entitled to the salary provided in the State budget.

24 22-306.

25 (b) In addition to any other powers or duties provided for elsewhere in this title,
26 Title 6, Subtitle 4 or 5 of the Education Article, Title 16, Subtitle 7 of the Education Article,
27 and Title 3 of the State Personnel and Pensions Article, the Board may:

28 (1) establish procedures for, supervise the conduct of, and resolve disputes
29 about elections for exclusive representatives;

1 (2) establish procedures for and resolve disputes about petitions for
2 bargaining unit clarification;

3 (3) establish procedures for and resolve disputes about petitions and
4 elections for decertification of an exclusive representative;

5 (4) investigate and take appropriate action in response to [complaints]
6 **CHARGES** of unfair labor practices, including strikes and lockouts;

7 (5) establish procedures for and resolve disputes about the negotiability of
8 bargaining subjects;

9 (6) on application by an employee organization or public employer,
10 determine that the applicant shall be designated as a joint public employer of public
11 employees in an employer–employee bargaining unit determined in accordance with
12 Subtitle 4 of this title when such determination would best effectuate the purposes of this
13 subtitle; and

14 (7) resolve matters as provided in §§ 6–406, 6–507, and 16–707 of the
15 Education Article.

16 22–307.

17 (a) (1) If a party has been charged with engaging in [or has engaged in] an
18 unfair labor practice, the appropriate deputy director shall investigate the charge.

19 (2) If the Board, through the deputy director’s investigation, finds that
20 probable cause exists to support the charge of an unfair labor practice, the Board shall:

21 (i) issue a complaint against the party [stating] **STATED IN** the
22 [charges] **CHARGE**; and

23 (ii) not less than 15 days after issuing the complaint, issue a notice
24 of a hearing before the Board or the Office of Administrative Hearings.

25 (f) The appropriate deputy director shall provide relevant information gathered
26 in the investigation of a charge [or complaint] of unfair labor practices to the Board [and
27 the Office of Administrative Hearings].

28 22–405.

29 (a) (1) Within 5 days after determining that a valid petition has been
30 submitted under § 22–402 of this subtitle, the Board shall notify interested employee
31 organizations of the pending election petition.

32 (2) Within 10 days after determining that a valid petition has been

1 submitted under § 22–402 of this subtitle, the public employer, as appropriate, shall make
2 available to all interested employee organizations reasonable and equivalent means to
3 communicate by mail and in person with each employee in the appropriate bargaining unit
4 for the purpose of soliciting the employee’s vote in an election held under this section.

5 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
6 1, 2024.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.