

Department of Fiscal Services  
Maryland General Assembly

FISCAL NOTE

House Bill 1028 (Delegate Howard, et al.)  
Ways and Means

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**Public Education Employment Relations Commission**

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This bill establishes a Public Education Employment Relations Commission in the Maryland State Department of Education (MSDE). The commission is responsible for overseeing employee labor relations and handling labor disputes in public schools. Under current law, these responsibilities are handled by the State Board of Education.

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**Fiscal Summary**

**State Effect:** General fund expenditures could increase by \$7,100 in FY 1997. Future year expenditures reflect annualization and inflation. Revenues would not be affected.

(in dollars)	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001
GF Revenues	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
GF Expenditures	7,100	9,700	9,900	10,100	10,300
Net Effect	(\$7,100)	(\$9,700)	(\$9,900)	(\$10,100)	(\$10,300)

*Note: ( ) - decrease; GF - general funds; FF - federal funds; SF - special funds*

**Local Effect:** Altering the agency responsible for handling public school labor issues could affect local school expenditures; however, the actual impact cannot be quantified beforehand.

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**Fiscal Analysis**

**Bill Summary:**

*Membership Provisions*

The bill provides for the following:

- Establishes a three-member Public Education Employment Relations Commission in MSDE;
- Members are appointed for a three-year term by the Governor;
- Members are entitled to a salary as provided in the State budget; and
- MSDE is required to provide staff support.

### *Commission's Responsibilities*

The commission is required to:

- Supervise elections of employees' organizations to determine the official employee representative unit;
- Verify the number of certificated and noncertificated public school employees;
- Determine whether a "matter" is a mandatory, a permissive, or an illegal subject of bargaining; and
- Provide assistance and advice to negotiating parties if an impasse is reached in negotiations.

**State Expenditures:** MSDE advises that three additional employees (Labor Attorney, Labor Relations Specialist, and Administrative Aide) at an annualized cost of \$145,000 would be required to provide staff support to the commission. An additional \$9,500 would be required for salaries and other expenses related to the three-member commission.

The Department of Fiscal Services advises that the commission's responsibilities are essentially the same as those of the State Board of Education under current law. Existing employees with the State Board of Education could provide legal representation and staff support to the commission within existing resources. The only increase in State general fund expenditures result from salaries and expenses for the three-member commission.

**Local Expenditures:** Local expenditures could be affected by an indeterminate amount depending upon the commission's rulings in labor disputes between school employees' organizations and local boards of education. The actual impact cannot be determined beforehand.

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**Information Source(s):** Maryland State Department of Education, Maryland Association of Boards of Education, Department of Fiscal Services

**Fiscal Note History:** First Reader - February 19, 1996

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