

Department of Fiscal Services  
Maryland General Assembly

FISCAL NOTE  
Revised

House Bill 1014 (Delegate Minnick, *et al.*)  
Ways and Means

Referred to Finance

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Education - Baltimore County - Certificated  
Public School Employees - Service Fees

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This amended bill authorizes the Baltimore County Board of Education to negotiate with an employee organization for the imposition of a fee, not to exceed the organization's annual dues, to be charged to nonmembers who are hired on or after July 1, 1997 for negotiation services provided by the employee organization. The bill exempts substitute teachers and employees who work on a short-term day-to-day basis. The bill also requires those employees whose religious beliefs are opposed to joining a collective bargaining unit to pay an equivalent amount to a nonreligious or nonunion charity.

The exclusive representative for the public school employees shall indemnify and hold harmless the county board against any form of liability that may arise out of actions taken by the county board for complying with any of the agency or representation fee provisions of the negotiated agreement. To defend itself in such cases, the county board shall retain without charge the legal counsel designated by the exclusive representative. Further, the employee representation fees cannot be used to fund political activities of the employee organization.

This bill takes effect July 1, 1997.

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Fiscal Summary

**State Effect:** None.

**Local Effect:** None. Any additional workload could be handled with Baltimore County's existing resources.

**Small Business Effect:** None. Small businesses are not directly affected.

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**Information Source(s):** Baltimore County Public Schools, Department of Fiscal Services

**Fiscal Note History:** First Reader - February 19, 1997  
ncs Revised - House Third Reader - March 27, 1997

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