

Department of Fiscal Services
Maryland General Assembly

FISCAL NOTE

House Bill 946 (Delegate Jacobs, *et al.*)
Economic Matters

Workers' Right to Know Act

This bill prohibits an employee organization that represents all covered employees in negotiations with the employer from charging service fees to employees that are not members of the organization for the costs associated with political, ideological, public relations, lobbying, organizing, or other costs unrelated to the collective bargaining. Under the proposal, an employee organization that collects service or representation fees for representing non-member employees under the “service agreement” may only require the non-member employee to pay the costs associated with collective bargaining, contract administration, or grievance adjustment, and not any of the costs of the activities listed above. The employee organization is required to attribute and report its expenses for the three approved activities, as well as the expenses for any other purposes. A non-member employee, by “written consent” may elect to pay the expenses associated with these other purposes, but is not required to do so. If the employee organization fails to provide the necessary information, the employer may not provide payroll deduction for the organization. The employer is required to post and distribute notices to employees of their rights under this legislation.

Fiscal Summary

State Effect: Minimal impact on personnel expenditures associated with posting and distributing notice of employees’ rights under the legislation for those agencies with collective bargaining.

Local Effect: For local governments with collective bargaining, minimal impact on personnel expenditures associated with posting and distributing notice of employees’ rights under the legislation.

Small Business Effect: For those small businesses with collective bargaining agreements with their employees, there may be a minimal increase in costs associated with posting and distributing notices of employees' rights under the legislation.

Information Source(s): Department of Budget and Management; Department of Labor, Licensing, and Regulation; Department of Transportation (Mass Transit Administration); Prince George's County; Worcester County; City of Leonardtown; Maryland Municipal League; Department of Fiscal Services

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