

**Department of Legislative Services**

Maryland General Assembly

2001 Session

**FISCAL NOTE**

House Bill 1420

(Delegate Flanagan)

Appropriations

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**State Personnel - Collective Bargaining - Access to Employee Organizations**

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This bill requires the Department of Budget and Management (DBM), in implementing collective bargaining, to adopt regulations that do not discriminate among employee organizations, including an employee organization that is not an exclusive representative, on the work site. These regulations must allow an employee organization that qualifies for dues deductions under State personnel rules to: (1) have access to secure facilities for meetings, including orientation meetings with new employees; (2) participate in employee health fairs; (3) hold open recruiting on the work site; (4) have access to secure bulletin boards; and (5) engage in other activities necessary to effectuate employee rights and provide the employee organization access to employees.

Employees subject to collective bargaining would have the right to have access to the employee organization of their choice on the work site, hold organizational meetings on the work site, participate in activities held by an employee organization on the work site, and engage in other activities necessary to communicate with the employee organization of their choice.

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**Fiscal Summary**

**State Effect:** None. The bill's requirements could be handled with existing budgeted resources.

**Local Effect:** None.

**Small Business Effect:** None.

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## Analysis

**Current Law:** Employee organizations that are not exclusive representatives under collective bargaining are allowed to collect dues from their members. In other respects, current State law and regulations governing collective bargaining primarily address the organization elected to serve as the exclusive representative. There are also general rules regarding public access to State buildings.

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### Additional Information

**Prior Introductions:** HB 1420 of 2000 was not reported from the House Appropriations Committee.

**Cross File:** None.

**Information Source(s):** Department of Budget and Management, Department of Legislative Services

**Fiscal Note History:** First Reader – March 14, 2001  
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Analysis by: Matthew D. Riven

Direct Inquiries to:  
John Rixey, Coordinating Analyst  
(410) 946-5510  
(301) 970-5510