

**Department of Legislative Services**

Maryland General Assembly

2002 Session

**FISCAL NOTE**

Senate Bill 89

(Chairman, Finance Committee)

(Departmental – University System of Maryland)

Finance

Appropriations

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**Equal Employment Opportunity Program - University System of Maryland and  
Morgan State University**

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This departmental bill requires certain employees of the University System of Maryland (USM) and Morgan State University (MSU) to choose where to file a grievance. An employee eligible to file a grievance under the provisions of Title 13 (for USM employees) or Title 14 (for MSU employees) of the Education Article for allegations of employment discrimination may choose to file a grievance either through those provisions or through the Equal Employment Opportunity Program, but not both.

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**Fiscal Summary**

**State Effect:** The bill's requirements could be handled with existing resources.

**Local Effect:** None.

**Small Business Effect:** The University of Maryland System has determined that this bill has minimal or no impact on small business (attached). Legislative Services concurs with this assessment.

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**Analysis**

**Current Law:** A non-executive employee in an agency of the executive branch that has an independent personnel system, such as USM or MSU, may file a grievance based on employment discrimination through the Equal Employment Opportunity Program. In addition, a classified employee or associate staff employee of USM may file a

discrimination grievance under Title 13 of the Education Article. Similarly, an employee of MSU who is not a student employee, faculty member, executive staff member, or professional administrative staff member may file a grievance under Title 14 of the Education Article.

Consequently, an employee of the USM or MSU eligible to file a grievance under the provisions specific to each institution may also file a grievance through the Equal Employment Opportunity Program, resulting in two different procedures for the same grievance.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Morgan State University, Office of Administrative Hearings, University System of Maryland, Department of Budget and Management, Attorney General's Office, Department of Legislative Services

**Fiscal Note History:** First Reader - January 11, 2002  
mam/mdr

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