
By: **Washington County Delegation**
Introduced and read first time: February 7, 2003
Assigned to: Appropriations

A BILL ENTITLED

1 AN ACT concerning

2 **Washington County - Collective Bargaining - Hagerstown Community**
3 **College**

4 FOR the purpose of authorizing Hagerstown Community College to establish a
5 certain procedure relating to the collective bargaining rights of the employees of
6 Hagerstown Community College; authorizing Hagerstown Community College
7 to adopt certain policies and procedures; providing that this Act does not
8 authorize a certain strike; providing for the expiration of the authority granted
9 under this Act; and generally relating to the collective bargaining rights of the
10 employees of Hagerstown Community College.

11 BY adding to
12 Article - Education
13 Section 16-404
14 Annotated Code of Maryland
15 (2001 Replacement Volume and 2002 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
17 MARYLAND, That the Laws of Maryland read as follows:

18 **Article - Education**

19 16-404.

20 (A) HAGERSTOWN COMMUNITY COLLEGE MAY:

21 (1) ESTABLISH AN ORDERLY PROCEDURE FOR THE CLASSIFIED
22 EMPLOYEES OF HAGERSTOWN COMMUNITY COLLEGE AND THEIR
23 REPRESENTATIVES TO PARTICIPATE IN THE FORMULATION OF LABOR RELATIONS
24 AND PERSONNEL POLICIES; AND

25 (2) RECOGNIZE THE RIGHT OF CLASSIFIED EMPLOYEES TO ORGANIZE
26 AND BARGAIN COLLECTIVELY THROUGH REPRESENTATIVES OF THEIR OWN
27 CHOOSING.

1 (B) HAGERSTOWN COMMUNITY COLLEGE MAY ADOPT POLICIES AND
2 PROCEDURES THAT SPECIFY WITH RESPECT TO CLASSIFIED EMPLOYEES:

3 (1) THE MANNER OF ESTABLISHING APPROPRIATE COLLECTIVE
4 BARGAINING UNITS AND OF DESIGNATING EXCLUSIVE BARGAINING
5 REPRESENTATIVES;

6 (2) THE RIGHTS OF THE EMPLOYER, THE EMPLOYEES, AND THE
7 EXCLUSIVE BARGAINING REPRESENTATIVE;

8 (3) THE PROCEDURE FOR NEGOTIATING A COLLECTIVE BARGAINING
9 AGREEMENT WITH RESPECT TO WAGES, HOURS, AND WORKING CONDITIONS AND
10 THE MANNER FOR RESOLVING ANY IMPASSE;

11 (4) THE RIGHT OF THE EXCLUSIVE BARGAINING REPRESENTATIVE TO A
12 CHECKOFF OF UNION DUES;

13 (5) THE DESIGNATION OF UNFAIR LABOR PRACTICES AND REMEDIES
14 FOR THEM;

15 (6) THE DEFINITION OF A GRIEVANCE AND THE PROCEDURE FOR
16 RESOLVING GRIEVANCES, WHICH MAY INCLUDE BINDING ARBITRATION OF
17 GRIEVANCES; AND

18 (7) ANY OTHER MATTER NECESSARY TO CARRY OUT THE PURPOSES OF
19 THIS SECTION.

20 (C) THIS SECTION DOES NOT AUTHORIZE A STRIKE BY ANY CLASSIFIED
21 EMPLOYEES.

22 (D) THE AUTHORITY GRANTED BY THIS SECTION, AND ANY PROCEDURES,
23 DECISIONS, ACTIONS, OR AGREEMENTS MADE UNDER IT, SHALL EXPIRE IF A
24 GENERAL LAW ON COLLECTIVE BARGAINING APPLICABLE TO COMMUNITY
25 COLLEGES BECOMES EFFECTIVE.

26 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
27 October 1, 2003.