

Department of Legislative Services
Maryland General Assembly
2004 Session

FISCAL AND POLICY NOTE
Revised

Senate Bill 507

(Senator Jimeno, *et al.*)

Finance

Ways and Means

Anne Arundel County - Public School Employees - Service or Representation Fee

This bill authorizes the Anne Arundel County Board of Education and the employee organization for certificated Anne Arundel County school employees to negotiate a reasonable service or representation fee to be charged to nonmembers of the employee organization who are hired on or after October 1, 2004. An employee whose religious beliefs are opposed to joining or financially supporting a collective bargaining organization may instead pay the fee to a nonreligious, nonunion charity.

Fiscal Summary

State Effect: None.

Local Effect: Any additional administrative workload for the Anne Arundel County public school system could be managed with existing resources.

Small Business Effect: None.

Analysis

Bill Summary: The employee organization representing certificated public school employees in Anne Arundel County must indemnify and hold harmless the county board of education against claims, demands, suits, or other forms of liability, including the cost of legal counsel, that arise from action taken by the board for the purpose of complying with the negotiated representation fees. The representation fees must be based only on the expenses incurred by the employee organization in the course of its normal duties. Political activities of the organization may not be financed with representation fees.

The employee organization must submit an audit conducted by an external auditor to the board of education annually. The audit must show the operational expenses of the organization and explain how the representation fee is calculated.

Any agreement that includes a representation fee must also contain a provision that requires 25% of the annual representation fees collected and maintained by the employee organization to be designated for professional development for represented educators.

Current Law: The Anne Arundel County Board of Education and the employee organization representing certificated Anne Arundel County school employees are not authorized to negotiate a fee for employees who choose not to join the organization. Nonmember fees for certificated school employees are authorized in Baltimore City and Allegany, Baltimore, Garrett, Montgomery, Prince George's, and Washington counties.

Local Fiscal Effect: The union representing certificated Anne Arundel County public school employees would receive additional revenues from nonmembers fees, but Anne Arundel County finances would not be affected. Any increase in the administrative workload for the Anne Arundel County public school system could be met with existing resources.

The Anne Arundel County school system could benefit indirectly from enhancements to professional development programs that would result from devoting 25% of union representation fees to the initiative.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Anne Arundel County, Department of Legislative Services

Fiscal Note History: First Reader - February 17, 2004
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