

**Department of Legislative Services**  
Maryland General Assembly  
2010 Session

**FISCAL AND POLICY NOTE**

Senate Bill 801

(Senator Klausmeier)

Finance

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**Baltimore County - Public School Employees - Collective Bargaining and Representation Fees**

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This bill requires the Baltimore County Board of Education and any employee organization that represents both certificated and noncertificated board employees to negotiate reasonable service fees to be charged to nonmembers for representation in negotiations and grievance matters.

The bill takes effect July 1, 2010.

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**Fiscal Summary**

**State Effect:** None.

**Local Effect:** Any additional administrative workload for the Baltimore County Public School System can be managed with existing personnel and resources.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** Six bargaining units are permitted for Baltimore County Board of Education employees: two exclusively for certificated employees; three exclusively for noncertificated employees; and one that consists of certificated and noncertificated supervisory employees.

Nonmember service fees for certificated and noncertificated employees are authorized in Baltimore County. The service fee for certificated employees may not exceed the annual

dues of the members. A substitute teacher who works on a short-term day-to-day basis is not required to pay a service fee. A certificated employee whose religious beliefs are opposed to joining or financially supporting any collective bargaining organization may instead donate an equal amount of money to a nonreligious, nonunion charity or other charitable organization mutually agreed upon.

Nonmember service fees for noncertificated employees are required in Baltimore City and Allegany, Charles, Howard, and Montgomery counties and authorized in Anne Arundel County. Ten counties and Baltimore City allow nonmember service fees for certificated employees.

**Local Fiscal Effect:** While the unions representing Baltimore County public school employees may receive additional revenues from nonmember service fees, Baltimore County finances are not affected. Any increase in the administrative workload for the Baltimore County Public School System can be met with existing resources.

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### **Additional Information**

**Prior Introductions:** None.

**Cross File:** HB 1016 (Delegates Jones and DeBoy) - Ways and Means.

**Information Source(s):** Baltimore County, Maryland State Department of Education, Department of Legislative Services

**Fiscal Note History:** First Reader - March 9, 2010  
mpc/mwc

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