

Department of Legislative Services
Maryland General Assembly
2010 Session

FISCAL AND POLICY NOTE
Revised

House Bill 1016
Ways and Means

(Delegates Jones and DeBoy)

Finance

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

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. Only employees hired or promoted into the specified bargaining unit on or after July 1, 2010, may be charged this fee.

The bill takes effect July 1, 2010.

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.

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.

Additional Information

Prior Introductions: None.

Cross File: SB 801 (Senator Klausmeier) - Finance.

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

Fiscal Note History: First Reader - March 9, 2010
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