

HOUSE BILL 1292

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CF SB 824

By: Delegates Jones, Anderson, Barkley, Braveboy, Clagett, Clippinger, Conaway, Costa, Fraser-Hidalgo, Frush, Glenn, Gutierrez, Guzzone, Haynes, Healey, Howard, Hucker, Kramer, Lee, McHale, Mizeur, Morhaim, Nathan-Pulliam, Niemann, Pena-Melnyk, Proctor, B. Robinson, Rosenberg, Stukes, Swain, V. Turner, Vaughn, A. Washington, M. Washington, Wilson, and Zucker

Introduced and read first time: February 7, 2014

Assigned to: Appropriations

Committee Report: Favorable with amendments

House action: Adopted with floor amendments

Read second time: March 13, 2014

CHAPTER _____

1 AN ACT concerning

2 **District Court of Maryland Employees – Collective Bargaining**

3 FOR the purpose of establishing collective bargaining rights for certain employees of
4 the District Court of Maryland; establishing the State Judicial Employees Labor
5 Relations Board as an independent unit of State government; providing for the
6 composition, chair, staffing, powers, and duties of the Board; providing for the
7 staggering of terms of the members of the Board; requiring the Board to appoint
8 an Executive Director of the Board; specifying the powers and duties of the
9 Executive Director; requiring the Board to recognize one statewide bargaining
10 unit; requiring the Board to adopt certain regulations related to the
11 establishment of a certain bargaining unit and the designation of an exclusive
12 representative; requiring the Board to conduct certain investigations;
13 authorizing the Board to hold certain hearings under certain circumstances;
14 authorizing certain persons to petition a certain court for a certain purpose;
15 applying certain provisions of law to certain employees, the District Court of
16 Maryland, the Chief Judge of the District Court, the Administrative Office of
17 the Courts, and the exclusive representative for certain employees; providing for
18 the duties of a certain exclusive representative; requiring the District Court of
19 Maryland and an employee organization to negotiate in a certain manner under
20 certain circumstances; requiring the Board to conduct a certain hearing or

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 authorize a certain arbitrator to conduct a hearing for a certain purpose under
 2 certain circumstances; requiring collective bargaining to include certain
 3 matters; authorizing collective bargaining to include negotiations relating to
 4 service fees; providing that negotiations shall conclude with a memorandum of
 5 understanding that covers certain matters; providing that a memorandum of
 6 understanding is not valid under certain circumstances; providing for the
 7 ratification of a memorandum of understanding; providing that the Judiciary
 8 has the right to determine certain budgetary, employment, and personnel
 9 practices; providing that certain provisions of this Act and a certain agreement
 10 do not limit or otherwise interfere with certain powers of the Governor, the
 11 Judiciary, or the General Assembly; defining a certain term; specifying the
 12 terms of the initial members of the Board; and generally relating to collective
 13 bargaining for employees of the District Court of Maryland.

14 BY adding to
 15 Article – Courts and Judicial Proceedings
 16 Section 2–609
 17 Annotated Code of Maryland
 18 (2013 Replacement Volume and 2013 Supplement)

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

21 **Article – Courts and Judicial Proceedings**

22 **2–609.**

23 (A) IN THIS SECTION, “COLLECTIVE BARGAINING” HAS THE MEANING
 24 STATED IN § 3–101 OF THE STATE PERSONNEL AND PENSIONS ARTICLE.

25 (B) SECRETARIAL, ADMINISTRATIVE CONSTABULARY, AND
 26 MAINTENANCE AND HOUSEKEEPING EMPLOYEES OF THE DISTRICT COURT
 27 SHALL HAVE THE RIGHT TO:

28 (1) SELF ORGANIZATION;

29 (2) BARGAIN COLLECTIVELY THROUGH AN EMPLOYEE
 30 ORGANIZATION THAT IS AN EXCLUSIVE REPRESENTATIVE OF THE EMPLOYEES’
 31 OWN CHOOSING; AND

32 (3) ENGAGE IN, OR REFRAIN FROM ENGAGING IN, OTHER
 33 CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING OR
 34 OTHER MUTUAL AID OR PROTECTION.

35 (C) (1) THERE IS A STATE JUDICIAL EMPLOYEES LABOR RELATIONS
 36 BOARD ESTABLISHED AS AN INDEPENDENT UNIT OF STATE GOVERNMENT.

1 (2) **THE BOARD CONSISTS OF THE FOLLOWING THREE MEMBERS:**

2 (I) **ONE MEMBER REPRESENTING THE PUBLIC, APPOINTED**
3 **BY THE ~~GOVERNOR WITH THE ADVICE AND CONSENT OF THE SENATE~~ CHIEF**
4 **JUDGE OF THE COURT OF APPEALS FROM A LIST OF CANDIDATES**
5 **RECOMMENDED BY THE GOVERNOR, WHO:**

6 1. **IS NOT AN OFFICER OR EMPLOYEE OF THE STATE**
7 **OR A STATE EMPLOYEE ORGANIZATION; AND**

8 2. **IS NOT AN ELECTED OFFICIAL OF THE STATE OR A**
9 **STATE EMPLOYEE ORGANIZATION;**

10 (II) **ONE MEMBER OF THE STATE JUDICIARY, APPOINTED**
11 **BY THE CHIEF JUDGE OF THE COURT OF APPEALS; AND**

12 (III) **ONE MEMBER OF THE NATIONAL ACADEMY OF**
13 **ARBITRATORS, ~~OR WHO IS~~ APPOINTED BY THE CHIEF JUDGE OF THE COURT OF**
14 **APPEALS, WHO:**

15 1. **IS RECOMMENDED BY THE AMERICAN**
16 **ARBITRATION ASSOCIATION, ~~WITH;~~ AND**

17 2. **HAS KNOWLEDGE OF AND EXPERIENCE IN**
18 **PERSONNEL AND COLLECTIVE BARGAINING MATTERS, ~~APPOINTED BY THE~~**
19 **~~GOVERNOR.~~**

20 (3) **THE THREE BOARD MEMBERS SHALL BE:**

21 (I) **KNOWN FOR OBJECTIVE AND INDEPENDENT**
22 **JUDGMENT;**

23 (II) **RESIDENTS OF THE STATE; AND**

24 (III) **REGISTERED TO VOTE IN THE STATE.**

25 (4) **BEFORE TAKING OFFICE, EACH MEMBER SHALL TAKE THE**
26 **OATH REQUIRED BY ARTICLE I, § 9 OF THE MARYLAND CONSTITUTION.**

27 (5) **FROM AMONG ITS MEMBERS, THE BOARD SHALL ELECT A**
28 **CHAIR.**

29 (6) (I) **THE TERM OF A MEMBER IS 5 YEARS.**

1 **(II) THE TERMS OF MEMBERS ARE STAGGERED AS**
2 **REQUIRED BY THE TERMS PROVIDED FOR MEMBERS OF THE BOARD ON JULY 1,**
3 **2014.**

4 **(III) A VACANCY SHALL BE FILLED FOR AN UNEXPIRED TERM**
5 **IN THE SAME MANNER AS AN ORIGINAL APPOINTMENT.**

6 **(IV) AT THE END OF A TERM, A MEMBER CONTINUES TO**
7 **SERVE UNTIL A SUCCESSOR IS APPOINTED AND QUALIFIES.**

8 **(V) A MEMBER WHO IS APPOINTED AFTER A TERM HAS**
9 **BEGUN SERVES ONLY FOR THE REST OF THE TERM AND UNTIL A SUCCESSOR IS**
10 **APPOINTED AND QUALIFIES.**

11 **(7) THE GOVERNOR OR CHIEF JUDGE OF THE COURT OF**
12 **APPEALS MAY REMOVE A MEMBER OF THE BOARD ONLY FOR INCOMPETENCE,**
13 **MISCONDUCT, OR WILLFUL NEGLECT OF DUTY.**

14 **(8) (I) A MAJORITY OF THE VOTING MEMBERS SHALL**
15 **CONSTITUTE A QUORUM FOR:**

16 **1. THE TRANSACTION OF BUSINESS; OR**

17 **2. THE EXERCISE OF ANY POWER OR THE**
18 **PERFORMANCE OF ANY DUTY AUTHORIZED OR IMPOSED BY LAW.**

19 **(II) NO FORMAL ACTION MAY BE TAKEN BY THE BOARD**
20 **WITHOUT THE APPROVAL OF A MAJORITY OF THE VOTING MEMBERS OF THE**
21 **BOARD.**

22 **(9) THE BOARD SHALL SET THE TIMES AND PLACES OF ITS**
23 **MEETINGS, CONSISTENT WITH TITLE 10, SUBTITLES 1 AND 5 OF THE STATE**
24 **GOVERNMENT ARTICLE.**

25 **(10) A MEMBER OF THE BOARD IS ENTITLED TO:**

26 **(I) THE COMPENSATION PROVIDED IN THE STATE BUDGET;**
27 **AND**

28 **(II) REIMBURSEMENT FOR EXPENSES UNDER THE**
29 **STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE**
30 **BUDGET.**

1 **(11) (i) THE STATE JUDICIAL EMPLOYEES LABOR RELATIONS**
2 **BOARD SHALL APPOINT AN EXECUTIVE DIRECTOR OF THE BOARD.**

3 **(ii) THE EXECUTIVE DIRECTOR:**

4 1. **IS RESPONSIBLE TO AND SERVES AT THE**
5 **PLEASURE OF THE BOARD;**

6 2. **SHALL ISSUE ALL NOTICES OF MEETINGS AND**
7 **HEARINGS;**

8 3. **SHALL PREPARE AND PUBLISH THE MEETING**
9 **AGENDA; AND**

10 4. **IS ENTITLED TO THE SALARY PROVIDED IN THE**
11 **STATE BUDGET.**

12 **(iii) THE EXECUTIVE DIRECTOR SHALL PERFORM THE**
13 **DUTIES THAT THE BOARD ASSIGNS, INCLUDING:**

14 1. **OPERATING THE OFFICE OF THE BOARD; AND**

15 2. **KEEPING THE OFFICIAL RECORDS OF THE**
16 **BOARD.**

17 **(iv) THE EXECUTIVE DIRECTOR MAY HIRE ANY STAFF**
18 **NECESSARY TO CARRY OUT THE PROVISIONS OF THIS SECTION.**

19 **(v) 1. WITH APPROVAL OF THE BOARD, THE EXECUTIVE**
20 **DIRECTOR MAY EMPLOY PROFESSIONAL CONSULTANTS.**

21 2. **EACH PROFESSIONAL CONSULTANT SERVES AT**
22 **THE PLEASURE OF THE EXECUTIVE DIRECTOR.**

23 **(12) THE BOARD:**

24 **(i) IS RESPONSIBLE FOR ADMINISTERING AND ENFORCING**
25 **PROVISIONS OF THIS SECTION; AND**

26 **(ii) SHALL RECOGNIZE ONE STATEWIDE BARGAINING UNIT**
27 **COMPRISING ALL SECRETARIAL, ADMINISTRATIVE CONSTABULARY, AND**
28 **MAINTENANCE AND HOUSEKEEPING EMPLOYEES OF THE DISTRICT COURT.**

1 **(13) IN ADDITION TO ANY OTHER POWERS OR DUTIES PROVIDED**
2 **FOR ELSEWHERE IN THIS SECTION, THE BOARD, CONSISTENT WITH TITLE 10 OF**
3 **THE STATE GOVERNMENT ARTICLE, SHALL ADOPT REGULATIONS THAT:**

4 **(I) ESTABLISH GUIDELINES FOR ESTABLISHING THE**
5 **BARGAINING UNIT THAT TAKE INTO CONSIDERATION:**

6 1. **THE ADMINISTRATIVE STRUCTURES OF THE**
7 **DISTRICT COURT AS AN EMPLOYER;**

8 2. **THE EXISTING FUNCTIONS OF THE**
9 **ADMINISTRATIVE OFFICE OF THE DISTRICT COURT;**

10 3. **THE RECOMMENDATIONS OF THE EXECUTIVE**
11 **DIRECTOR;**

12 4. **THE DESIRES OF THE EMPLOYEES INVOLVED;**

13 5. **THE COMMUNITIES OF INTEREST OF THE**
14 **EMPLOYEES INVOLVED; AND**

15 6. **THE WAGES, HOURS, AND OTHER WORKING**
16 **CONDITIONS OF THE EMPLOYEES INVOLVED; AND**

17 **(II) ESTABLISH PROCEDURES THAT ARE CONSISTENT WITH**
18 **§§ 3-401, 3-402, 3-404, AND 3-406 OF THE STATE PERSONNEL AND PENSIONS**
19 **ARTICLE FOR THE DETERMINATION OF QUESTIONS RELATING TO**
20 **REPRESENTATION, INCLUDING:**

21 1. **THE PROPER MANNER OF PETITIONING BY**
22 **EMPLOYEE ORGANIZATIONS;**

23 2. **THE ANNOUNCEMENT, CONDUCT, AND**
24 **SUPERVISION OF A SECRET BALLOT ELECTION FOR THE DETERMINATION OR**
25 **DECERTIFICATION OF AN EXCLUSIVE REPRESENTATIVE; AND**

26 3. **CERTIFICATION OF AN EXCLUSIVE**
27 **REPRESENTATIVE.**

28 **(14) THE BOARD SHALL:**

29 **(I) INVESTIGATE AND TAKE APPROPRIATE ACTION IN**
30 **RESPONSE TO COMPLAINTS OF UNFAIR LABOR PRACTICES AND LOCKOUTS;**

1 **(II) INVESTIGATE ANY ALLEGED VIOLATION OF THIS**
2 **SECTION OR ANY REGULATION ADOPTED UNDER THIS SECTION; AND**

3 **(III) INVESTIGATE ANY OTHER RELEVANT MATTER.**

4 **(15) THE BOARD MAY HOLD A HEARING IN ACCORDANCE WITH**
5 **TITLE 10, SUBTITLE 2 OF THE STATE GOVERNMENT ARTICLE WHENEVER**
6 **NECESSARY FOR A FAIR DETERMINATION OF ANY ISSUE OR COMPLAINT ARISING**
7 **UNDER THIS SECTION OR ANY REGULATION ADOPTED UNDER THIS SECTION.**

8 **(16) IF A PERSON FAILS TO COMPLY WITH AN ORDER ISSUED BY**
9 **THE BOARD, A PERSON AGGRIEVED, A MEMBER OF THE BOARD, OR THE BOARD**
10 **IN ITS OWN NAME, MAY PETITION THE ~~CIRCUIT COURT FOR ANNE ARUNDEL~~**
11 **COUNTY CIRCUIT COURT FOR THE COUNTY IN WHICH THE PERSON FAILED TO**
12 **COMPLY WITH THE BOARD'S ORDER TO ORDER THE PERSON TO COMPLY WITH**
13 **THE BOARD'S ORDER.**

14 **(17) THE BOARD MAY NOT BE REQUIRED TO POST BOND IN AN**
15 **ACTION UNDER PARAGRAPH (16) OF THIS SUBSECTION.**

16 **(D) ALL EMPLOYEES COVERED BY THIS SECTION ARE SUBJECT TO THE**
17 **PROVISIONS OF §§ 3-301, 3-303, AND 3-305(B) OF THE STATE PERSONNEL AND**
18 **PENSIONS ARTICLE.**

19 **(E) THE DISTRICT COURT, THE CHIEF JUDGE OF THE DISTRICT**
20 **COURT, AND THE ADMINISTRATIVE OFFICE OF THE COURTS ARE SUBJECT TO**
21 **THE PROVISIONS OF ~~§§ 3-302, 3-304, AND 3-305(A)~~ §§ 3-304 AND 3-305(A) OF**
22 **THE STATE PERSONNEL AND PENSIONS ARTICLE.**

23 **(F) (1) UNFAIR LABOR PRACTICES PROHIBITED UNDER § 3-306(A)**
24 **OF THE STATE PERSONNEL AND PENSIONS ARTICLE SHALL APPLY TO THE**
25 **DISTRICT COURT, THE CHIEF JUDGE OF THE DISTRICT COURT, AND THE**
26 **ADMINISTRATIVE OFFICE OF THE COURTS.**

27 **(2) UNFAIR LABOR PRACTICES PROHIBITED UNDER § 3-306(B)**
28 **OF THE STATE PERSONNEL AND PENSIONS ARTICLE SHALL APPLY TO THE**
29 **EXCLUSIVE REPRESENTATIVE FOR COVERED EMPLOYEES OF THE DISTRICT**
30 **COURT.**

31 **(G) AN EMPLOYEE ORGANIZATION CERTIFIED AS THE EXCLUSIVE**
32 **REPRESENTATIVE SHALL:**

33 **(1) SERVE AS THE SOLE AND EXCLUSIVE BARGAINING AGENT FOR**
34 **ALL EMPLOYEES IN THE BARGAINING UNIT;**

1 **(2) REPRESENT FAIRLY AND WITHOUT DISCRIMINATION ALL**
2 **EMPLOYEES IN THE BARGAINING UNIT, WHETHER OR NOT THE EMPLOYEES ARE**
3 **MEMBERS OF THE EMPLOYEE ORGANIZATION OR ARE PAYING DUES OR OTHER**
4 **CONTRIBUTIONS TO IT OR PARTICIPATING IN ITS AFFAIRS; AND**

5 **(3) PROMPTLY FILE WITH THE BOARD ALL CHANGES AND**
6 **AMENDMENTS TO THE ORGANIZATION'S GOVERNING DOCUMENTS.**

7 **(H) (1) THE OBLIGATION OF THE PARTIES TO ENGAGE IN**
8 **COLLECTIVE BARGAINING SHALL BEGIN ON CERTIFICATION OF AN EXCLUSIVE**
9 **REPRESENTATIVE AND INCLUDE NEGOTIATION OVER THE TERMS OF A**
10 **MEMORANDUM OF UNDERSTANDING.**

11 **(2) (I) IF THE PARTIES DO NOT CONCLUDE NEGOTIATIONS FOR**
12 **THE NEXT FISCAL YEAR BEFORE OCTOBER 25, ON DEMAND OF THE CHIEF**
13 **JUDGE OF THE DISTRICT COURT OR THE EXCLUSIVE REPRESENTATIVE, THE**
14 **BOARD SHALL:**

15 **1. CONDUCT A HEARING; OR**

16 **2. AUTHORIZE AN ARBITRATOR ADMITTED TO THE**
17 **NATIONAL ACADEMY OF ARBITRATORS TO CONDUCT A HEARING.**

18 **(II) THE PURPOSE OF A HEARING CONDUCTED UNDER**
19 **SUBPARAGRAPH (I) OF THIS PARAGRAPH IS FACT-FINDING TO RESOLVE THE**
20 **MAJOR ISSUES IN DISPUTE AND ISSUE A WRITTEN STATEMENT OF FINDINGS AND**
21 **RECOMMENDATIONS AS TO APPROPRIATE TERMS AND CONDITIONS OF**
22 **EMPLOYMENT.**

23 **(I) (1) COLLECTIVE BARGAINING SHALL INCLUDE ALL MATTERS**
24 **RELATING TO WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF**
25 **EMPLOYMENT.**

26 **(2) COLLECTIVE BARGAINING MAY INCLUDE NEGOTIATIONS**
27 **RELATING TO THE RIGHT OF AN EMPLOYEE ORGANIZATION TO RECEIVE**
28 **SERVICE FEES FROM NONMEMBERS CONSISTENT WITH § 3-502(B) OF THE**
29 **STATE PERSONNEL AND PENSIONS ARTICLE.**

30 **(3) NOTWITHSTANDING PARAGRAPH (1) OF THIS SUBSECTION,**
31 **THE DISTRICT COURT AND THE EXCLUSIVE REPRESENTATIVE:**

32 **(I) MAY NOT BE REQUIRED TO NEGOTIATE OVER ANY**
33 **MATTER THAT IS INCONSISTENT WITH APPLICABLE LAW; AND**

1 **(II) MAY NEGOTIATE AND REACH AGREEMENT WITH**
2 **REGARD TO A MATTER THAT IS INCONSISTENT WITH APPLICABLE LAW ONLY IF**
3 **IT IS UNDERSTOOD THAT THE AGREEMENT WITH RESPECT TO THE MATTER**
4 **CANNOT BECOME EFFECTIVE UNLESS THE APPLICABLE LAW IS AMENDED BY**
5 **THE GENERAL ASSEMBLY.**

6 **(J) (1) NEGOTIATIONS SHALL CONCLUDE WITH A MEMORANDUM OF**
7 **UNDERSTANDING THAT COVERS ALL MATTERS OF AGREEMENT REACHED IN THE**
8 **COLLECTIVE BARGAINING PROCESS.**

9 **(2) A MEMORANDUM OF UNDERSTANDING IS NOT VALID IF IT**
10 **EXTENDS FOR LESS THAN 1 YEAR OR FOR MORE THAN 3 YEARS.**

11 **(3) (I) A MEMORANDUM OF UNDERSTANDING MAY NOT TAKE**
12 **EFFECT UNLESS IT IS RATIFIED BY:**

13 **1. A SECRET BALLOT VOTE OF A MAJORITY OF THE**
14 **EMPLOYEES VOTING IN THE BARGAINING UNIT; AND**

15 **2. THE SIGNATURE OF THE CHIEF JUDGE OF THE**
16 **COURT OF APPEALS.**

17 **(II) ON RATIFICATION OF THE MEMORANDUM OF**
18 **UNDERSTANDING UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH, THE**
19 **MEMORANDUM OF UNDERSTANDING SHALL:**

20 **1. BE SIGNED BY THE CHIEF JUDGE OF THE**
21 **DISTRICT COURT AND THE PRINCIPLE EXECUTIVE OFFICER OF THE EXCLUSIVE**
22 **REPRESENTATIVE; AND**

23 **2. TAKE EFFECT AS OF THE EFFECTIVE DATE**
24 **AGREED TO BY THE PARTIES AS STATED IN THE MEMORANDUM OF**
25 **UNDERSTANDING.**

26 **(K) THE JUDICIARY, THROUGH ITS APPROPRIATE OFFICERS AND**
27 **EMPLOYEES, HAS THE RIGHT TO:**

28 **(1) (I) DETERMINE THE MISSION, BUDGET, ORGANIZATION,**
29 **NUMBERS, TYPES AND GRADES OF EMPLOYEES ASSIGNED, THE WORK**
30 **PROJECTS, TOURS OF DUTY, METHODS, MEANS, AND PERSONNEL BY WHICH ITS**
31 **OPERATIONS ARE TO BE CONDUCTED, TECHNOLOGY NEEDED, INTERNAL**
32 **SECURITY PRACTICES, AND RELOCATION OF ITS FACILITIES; AND**

1 **(II) MAINTAIN AND IMPROVE THE EFFICIENCY AND**
2 **EFFECTIVENESS OF JUDICIAL OPERATIONS;**

3 **(2) DETERMINE THE:**

4 **(I) SERVICES TO BE RENDERED, OPERATIONS TO BE**
5 **PERFORMED, AND TECHNOLOGY TO BE UTILIZED; AND**

6 **(II) OVERALL METHODS, PROCESSES, MEANS, AND CLASSES**
7 **OF WORK OR PERSONNEL BY WHICH JUDICIAL OPERATIONS ARE TO BE**
8 **CONDUCTED;**

9 **(3) HIRE, DIRECT, SUPERVISE, AND ASSIGN EMPLOYEES;**

10 **(4) (I) PROMOTE, DEMOTE, DISCIPLINE, DISCHARGE, RETAIN,**
11 **AND LAY OFF EMPLOYEES; AND**

12 **(II) TERMINATE EMPLOYMENT BECAUSE OF LACK OF**
13 **FUNDS, LACK OF WORK, UNDER CONDITIONS WHERE THE EMPLOYER**
14 **DETERMINES CONTINUED WORK WOULD BE INEFFICIENT OR NONPRODUCTIVE,**
15 **OR FOR OTHER LEGITIMATE REASONS;**

16 **(5) SET THE QUALIFICATIONS OF EMPLOYEES FOR APPOINTMENT**
17 **AND PROMOTION AND SET STANDARDS OF CONDUCT;**

18 **(6) PROMULGATE RULES, REGULATIONS, OR PROCEDURES;**

19 **(7) PROVIDE A SYSTEM OF MERIT EMPLOYMENT ACCORDING TO**
20 **THE STANDARD OF BUSINESS EFFICIENCY; AND**

21 **(8) TAKE ACTIONS NOT OTHERWISE SPECIFIED IN THIS SECTION**
22 **TO CARRY OUT THE MISSION OF THE JUDICIARY.**

23 **(L) THIS SECTION AND ANY AGREEMENT UNDER THIS SECTION DO NOT**
24 **LIMIT OR OTHERWISE INTERFERE WITH THE POWERS OF THE GOVERNOR, THE**
25 **JUDICIARY, OR THE GENERAL ASSEMBLY UNDER ARTICLE III, § 52 OF THE**
26 **MARYLAND CONSTITUTION.**

27 SECTION 2. AND BE IT FURTHER ENACTED, That the terms of the initial
28 members of the State Judicial Employees Labor Relations Board shall expire as
29 follows:

30 (1) one member in 2016;

31 (2) one member in 2017; and

1 (3) one member in 2018.

2 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
3 July 1, 2014.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.