

Department of Legislative Services
Maryland General Assembly
2014 Session

FISCAL AND POLICY NOTE

House Bill 700 (Delegate Carter)
Appropriations

Task Force on Workplace Bullying in State Agencies

This bill establishes the Task Force on Workplace Bullying in State Agencies.

The bill takes effect June 1, 2014, and terminates June 30, 2015.

Fiscal Summary

State Effect: None. Any expense reimbursements and staffing costs associated with the task force are expected to be minimal and absorbable within the Department of Budget and Management's (DBM) existing resources. Likewise, development, administration, and analysis of the required survey can likely be handled with existing resources. No effect on revenues.

Local Effect: None.

Small Business Effect: None.

Analysis

Bill Summary: The task force must study the effects of workplace bullying in State agencies and develop a survey to collect data on the prevalence of workplace bullying and the characteristics of employees who are bullied. By December 31, 2014, the task force must submit a report to the Governor and specified committees of the General Assembly with its findings and recommendations regarding:

- a way to report and track workplace bullying in State agencies;

- a definition of workplace bullying that can be used uniformly across State agencies; and
- ways to address and prevent workplace bullying in State agencies.

A member of the task force may not be compensated but is eligible to be reimbursed for expenses, as provided in the State budget. DBM must provide staff for the task force.

Current Law/Background: State employees may file a grievance over any dispute they have with their employer about the interpretation of and application to the employee of (1) a personnel policy or regulation adopted by the Secretary of Budget and Management or (2) any other policy or regulation over which management has control. Grievances are not allowed for disputes between employees.

The Employee and Labor Relations Division within DBM administers the Employee Assistance Program, which provides confidential and professional referral and assessment services to State employees experiencing personal difficulties that are affecting job performance. It also provides mediation services to assist in resolving workplace disputes.

Additional Information

Prior Introductions: None.

Cross File: SB 252 (Senator Muse, *et al.*) - Finance.

Information Source(s): Department of Budget and Management, Maryland Commission on Civil Rights, Department of Legislative Services

Fiscal Note History: First Reader - February 6, 2014
ncs/ljm

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