

Department of Legislative Services
Maryland General Assembly
2014 Session

FISCAL AND POLICY NOTE
Revised

Senate Bill 252
Finance

(Senator Muse, *et al.*)

Joint Committee on Fair Practices and State Personnel Oversight - Public
Hearings on Workplace Bullying in State Agencies

This bill requires the Joint Committee on Fair Practices and State Personnel Oversight to hold at least two public hearings on workplace bullying in State agencies before the start of the 2015 legislative session. The joint committee must notify each State agency of the time and location of any public hearing at least three weeks before the hearing is held. Each State agency must notify its employees by electronic mail of the time and location of each hearing at least two weeks before the hearing is held.

The bill takes effect June 1, 2014.

Fiscal Summary

State Effect: None. Any expense reimbursements and staffing costs associated with additional meetings of the joint committee are expected to be minimal and absorbable within the Department of Legislative Services' existing resources. State agencies can notify employees with existing resources. No effect on revenues.

Local Effect: None.

Small Business Effect: None.

Analysis

Current Law/Background: The Joint Committee on Fair Practices and State Personnel Oversight has oversight responsibilities over (1) employment policies and personnel systems in the Executive Branch; (2) matters in State government of equal employment

opportunity policies and practices; and (3) procurement practices made under executive order. Its purposes are to review reports; evaluate the effectiveness of programs, policies, and practices; and identify areas of concern and, as appropriate, recommend corrective measures to the Governor and General Assembly. 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: None.

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

Fiscal Note History: First Reader - January 28, 2014
ncs/ljm Revised - Senate Third Reader - April 5, 2014

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