

HOUSE BILL 1017

P4

(8lr3429)

ENROLLED BILL

— Appropriations/Finance —

Introduced by **Delegates Korman, B. Barnes, Haynes, Jones, Krimm, McIntosh, Reznik, Sophocleus, Tarlau, and P. Young**

Read and Examined by Proofreaders:

Proofreader.

Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this _____ day of _____ at _____ o'clock, _____ M.

Speaker.

CHAPTER _____

1 AN ACT concerning

2 **State Personnel – Collective Bargaining – Exclusive Representative Access to**
3 **New Employee ~~Orientation~~ Program**

4 FOR the purpose of requiring the Department of Budget and Management, University
5 System of Maryland system institutions, Morgan State University, St. Mary's
6 College of Maryland, and Baltimore City Community College to provide certain
7 information on certain employees to certain exclusive representatives within a
8 certain time period; altering a certain list of items that the Department, a system
9 institution, Morgan State University, St. Mary's College of Maryland, and Baltimore
10 City Community College are required to provide to certain exclusive representatives;
11 requiring an exclusive representative to withhold certain communication with an
12 employee under certain circumstances; altering a certain limitation on the number
13 of times a year an exclusive representative may request certain information;
14 requiring the Department, a system institution, Morgan State University, St. Mary's

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.

Italics indicate opposite chamber/conference committee amendments.



1 College of Maryland, and Baltimore City Community College to provide certain
 2 information in a certain format; authorizing the Department, a system institution,
 3 Morgan State University, St. Mary's College of Maryland, and Baltimore City
 4 Community College and certain exclusive representatives to negotiate to provide
 5 certain information in a certain manner; repealing certain employee notification
 6 requirements and notification process requirements; repealing certain prohibitions
 7 against providing certain employee information under certain circumstances;
 8 repealing a certain prohibition against incumbent exclusive representatives
 9 requesting or receiving certain employee information; repealing an authorization for
 10 a certain employer to charge a certain fee for certain purposes; altering certain
 11 provisions regarding the use of certain information for certain purposes by certain
 12 exclusive representatives and certain third party contractors; establishing a certain
 13 right for certain exclusive representatives; requiring the State, a system institution,
 14 Morgan State University, St. Mary's College of Maryland, and Baltimore City
 15 Community College to permit certain exclusive representatives to attend and
 16 participate in certain new employee ~~orientations~~ programs; requiring that an
 17 exclusive representative be permitted a certain amount of time to address certain
 18 employees during a new employee ~~orientation~~ program; authorizing the State, a
 19 system institution, Morgan State University, St. Mary's College of Maryland, and
 20 Baltimore City Community College and an exclusive representative to negotiate a
 21 certain period of time in accordance with certain provisions of law; requiring the
 22 State, a system institution, Morgan State University, St. Mary's College of
 23 Maryland, and Baltimore City Community College to encourage a certain employee
 24 to attend a certain portion of a certain new employee program; prohibiting the State,
 25 a system institution, Morgan State University, St. Mary's College of Maryland, and
 26 Baltimore City Community College from requiring an employee to attend a certain
 27 portion of a certain new employee program under certain circumstances; requiring
 28 the State, a system institution, Morgan State University, St. Mary's College of
 29 Maryland, and Baltimore City Community College to provide certain notice to the
 30 exclusive representative in advance of a new employee orientation program;
 31 providing a certain exception to a certain notice requirement under certain
 32 circumstances; ~~declaring the intent of the General Assembly;~~ and generally relating
 33 to collective bargaining for State employees and access by an exclusive
 34 representative to a new employee ~~orientation~~ program.

35 BY repealing and reenacting, with amendments,
 36 Article – State Personnel and Pensions
 37 Section 3–208, 3–2A–08, and 3–502(a)
 38 Annotated Code of Maryland
 39 (2015 Replacement Volume and 2017 Supplement)

40 BY adding to
 41 Article – State Personnel and Pensions
 42 Section 3–307
 43 Annotated Code of Maryland
 44 (2015 Replacement Volume and 2017 Supplement)

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

3 **Article – State Personnel and Pensions**

4 3–208.

5 (a) On written request of an exclusive representative, **AND WITHIN 30 DAYS OF**
6 **A NEW EMPLOYEE’S DATE OF HIRE**, for each employee in the bargaining unit represented
7 by the exclusive representative, the Department shall provide the exclusive representative
8 with the employee’s:

9 (1) name;

10 (2) position classification;

11 (3) unit;

12 (4) home and work site addresses where the employee receives interoffice
13 or United States mail; [and]

14 (5) home and work site telephone numbers;

15 **(6) WORK ~~AND PERSONAL E-MAIL ADDRESSES~~ E-MAIL ADDRESS; AND**

16 **(7) POSITION IDENTIFICATION NUMBER.**

17 (b) ~~AN~~ **EXCEPT AS PROVIDED IN SUBSECTION (D) OF THIS SECTION, AN**
18 exclusive representative may present a request for employee information, as provided
19 under subsection (a) of this section, [twice every calendar year] ~~AT LEAST~~ **ONCE EVERY**
20 **120 DAYS.**

21 **(C) THE DEPARTMENT SHALL PROVIDE THE EXCLUSIVE REPRESENTATIVE**
22 **WITH THE REQUESTED INFORMATION IN A SEARCHABLE AND ANALYZABLE**
23 **ELECTRONIC FORMAT.**

24 **(D) THE DEPARTMENT MAY NEGOTIATE WITH THE EXCLUSIVE**
25 **REPRESENTATIVE TO PROVIDE:**

26 **(1) THE INFORMATION DESCRIBED IN SUBSECTION (A) OF THIS**
27 **SECTION MORE FREQUENTLY THAN ONCE EVERY 120 DAYS; AND**

28 **(2) MORE DETAILED INFORMATION THAN PROVIDED IN SUBSECTION**
29 **(A) OF THIS SECTION.**

1 [(c)] (E) Names or lists of employees provided to the Board in connection with
2 an election under this title are not subject to disclosure in accordance with Title 4 of the
3 General Provisions Article.

4 [(d) (1) Thirty days before providing an employee's name, addresses, telephone
5 numbers, and work information to an exclusive representative, the employer shall notify
6 the employee of the provisions of this section.

7 (2) The employee may, within 15 days of the employer's notice under
8 paragraph (1) of this subsection, notify the employer that the employee does not want the
9 employee's name, addresses, telephone numbers, or work information to be provided to an
10 exclusive representative.

11 (3) If an employee provides timely notification to the employer under
12 paragraph (2) of this subsection, the employer may not provide the employee's name,
13 addresses, telephone numbers, or work information.

14 (4) The notification of an employee to the employer under paragraph (2) of
15 this subsection shall remain in effect until the employee otherwise notifies the employer.

16 (e) An incumbent exclusive representative for a bargaining unit that is the
17 subject of an election under § 3-405 of this title may not request or receive any employee
18 information as provided under subsections (a) and (b) of this section.

19 (f) An employer may charge an exclusive representative a fee not to exceed the
20 actual cost of providing a list of employees' names, addresses, telephone numbers, and work
21 information to the exclusive representative.

22 [(g)] (F) (1) Except as provided in [paragraph] **PARAGRAPHS (2) AND (3)** of
23 this subsection, an exclusive representative shall consider the information that it receives
24 under this section as confidential and may not release the information to any person.

25 (2) An exclusive representative may authorize third party contractors to
26 use the information that it receives under this section, as directed by the exclusive
27 representative, to carry out the exclusive representative's statutory duties under this title.

28 [(h) (1)] (3) An exclusive representative **OR AN AUTHORIZED THIRD PARTY**
29 **CONTRACTOR** may [not] use the information that it receives under this section for the
30 purpose of **MAINTAINING OR** increasing employee membership in an employee
31 organization.

32 (4) **ON WRITTEN REQUEST OF AN EMPLOYEE, AN EXCLUSIVE**
33 **REPRESENTATIVE SHALL WITHHOLD FURTHER COMMUNICATION WITH AN**
34 **EMPLOYEE UNLESS OTHERWISE REQUIRED BY LAW OR THE WRITTEN REQUEST IS**
35 **REVOKED BY THE EMPLOYEE.**

1 [(2) An exclusive representative may use the information that it receives
2 under this section only to carry out its statutory duties under this title.]

3 3-2A-08.

4 (a) On written request of an exclusive representative, **AND WITHIN 30 DAYS OF**
5 **A NEW EMPLOYEE'S DATE OF HIRE**, for each employee in the bargaining unit represented
6 by the exclusive representative, the University System of Maryland system institutions,
7 Morgan State University, St. Mary's College of Maryland, and Baltimore City Community
8 College shall provide the exclusive representative with the employee's:

9 (1) name;

10 (2) position classification;

11 (3) unit;

12 (4) home and work site addresses where the employee receives interoffice
13 or United States mail; [and]

14 (5) home and work site telephone numbers; **AND**

15 **(6) WORK ~~AND PERSONAL E-MAIL ADDRESSES~~ E-MAIL ADDRESS.**

16 (b) ~~AN~~ **EXCEPT AS PROVIDED IN SUBSECTION (D) OF THIS SECTION, AN**
17 exclusive representative may present a request for employee information, as provided
18 under subsection (a) of this section, [twice every calendar year] ~~AT LEAST~~ **ONCE EVERY**
19 **120 DAYS.**

20 (c) **THE EMPLOYER SHALL PROVIDE THE EXCLUSIVE REPRESENTATIVE**
21 **WITH THE REQUESTED INFORMATION IN A SEARCHABLE AND ANALYZABLE**
22 **ELECTRONIC FORMAT.**

23 (d) **THE EMPLOYER MAY NEGOTIATE WITH THE EXCLUSIVE**
24 **REPRESENTATIVE TO PROVIDE:**

25 (1) **THE INFORMATION DESCRIBED IN SUBSECTION (A) OF THIS**
26 **SECTION MORE FREQUENTLY THAN ONCE EVERY 120 DAYS; AND**

27 (2) **MORE DETAILED INFORMATION THAN PROVIDED IN SUBSECTION**
28 **(A) OF THIS SECTION.**

29 [(c)] (e) Names or lists of employees provided to the Board in connection with
30 an election under this title are not subject to disclosure in accordance with Title 4 of the
31 General Provisions Article.

1 [(d) (1) Thirty days before providing an employee's name, addresses, telephone
2 numbers, and work information to an exclusive representative, the employer shall notify
3 the employee of the provisions of this section.

4 (2) The employee may, within 15 days of the employer's notice under
5 paragraph (1) of this subsection, notify the employer that the employee does not want the
6 employee's name, addresses, telephone numbers, or work information to be provided to an
7 exclusive representative.

8 (3) If an employee provides timely notification to the employer under
9 paragraph (2) of this subsection, the employer may not provide the employee's name,
10 addresses, telephone numbers, or work information.

11 (4) The notification of an employee to the employer under paragraph (2) of
12 this subsection shall remain in effect until the employee otherwise notifies the employer.

13 (e) An incumbent exclusive representative for a bargaining unit that is the
14 subject of an election under § 3-405 of this title may not request or receive any employee
15 information as provided under subsections (a) and (b) of this section.

16 (f) An employer may charge an exclusive representative a fee not to exceed the
17 actual cost of providing a list of employees' names, addresses, telephone numbers, and work
18 information to the exclusive representative.

19 (g) (F) (1) Except as provided in [paragraph] PARAGRAPHS (2) AND (3) of
20 this subsection, an exclusive representative shall consider the information that it receives
21 under this section as confidential and may not release the information to any person.

22 (2) An exclusive representative may authorize third party contractors to
23 use the information that it receives under this section, as directed by the exclusive
24 representative, to carry out the exclusive representative's statutory duties under this title.

25 [(h) (1)] (3) An exclusive representative **OR AN AUTHORIZED THIRD PARTY**
26 **CONTRACTOR** may [not] use the information that it receives under this section for the
27 purpose of **MAINTAINING OR** increasing employee membership in an employee
28 organization.

29 **(4) ON WRITTEN REQUEST OF AN EMPLOYEE, AN EXCLUSIVE**
30 **REPRESENTATIVE SHALL WITHHOLD FURTHER COMMUNICATION WITH AN**
31 **EMPLOYEE UNLESS OTHERWISE REQUIRED BY LAW OR THE WRITTEN REQUEST IS**
32 **REVOKED BY THE EMPLOYEE.**

33 [(2) An exclusive representative may use the information that it receives
34 under this section only to carry out its statutory duties under this title.]

1 **3-307.**

2 (A) EACH EXCLUSIVE REPRESENTATIVE HAS THE RIGHT TO COMMUNICATE
3 WITH THE EMPLOYEES THAT IT REPRESENTS.

4 (B) (1) THE STATE, A SYSTEM INSTITUTION, MORGAN STATE
5 UNIVERSITY, ST. MARY'S COLLEGE OF MARYLAND, AND BALTIMORE CITY
6 COMMUNITY COLLEGE SHALL PERMIT AN EXCLUSIVE REPRESENTATIVE TO ATTEND
7 AND PARTICIPATE IN A NEW EMPLOYEE ORIENTATION PROGRAM THAT INCLUDES AN
8 EMPLOYEE WHO IS ONE OR MORE EMPLOYEES WHO ARE IN A BARGAINING UNIT
9 REPRESENTED BY THE EXCLUSIVE REPRESENTATIVE.

10 (2) THE NEW EMPLOYEE PROGRAM IN PARAGRAPH (1) OF THIS
11 SUBSECTION MAY BE A NEW EMPLOYEE ORIENTATION, TRAINING, OR OTHER
12 PROGRAM THAT THE STATE, A SYSTEM INSTITUTION, MORGAN STATE UNIVERSITY,
13 ST. MARY'S COLLEGE OF MARYLAND, OR BALTIMORE CITY COMMUNITY COLLEGE
14 AND AN EXCLUSIVE REPRESENTATIVE NEGOTIATE IN ACCORDANCE WITH § 3-501 OF
15 THIS TITLE.

16 ~~(2)~~ (3) EXCEPT AS PROVIDED IN PARAGRAPH ~~(3)~~ (4) OF THIS
17 SUBSECTION, THE EXCLUSIVE REPRESENTATIVE SHALL BE PERMITTED ~~AT LEAST 25~~
18 20 MINUTES TO COLLECTIVELY ADDRESS A NEW EMPLOYEE ALL NEW EMPLOYEES IN
19 ATTENDANCE DURING A NEW EMPLOYEE ORIENTATION PROGRAM.

20 ~~(3)~~ (4) THE STATE, A SYSTEM INSTITUTION, MORGAN STATE
21 UNIVERSITY, ST. MARY'S COLLEGE OF MARYLAND, AND BALTIMORE CITY
22 COMMUNITY COLLEGE AND AN EXCLUSIVE REPRESENTATIVE MAY NEGOTIATE A
23 PERIOD OF TIME THAT IS MORE THAN ~~25~~ 20 MINUTES IN ACCORDANCE WITH § 3-501
24 OF THIS TITLE.

25 (5) THE STATE, A SYSTEM INSTITUTION, MORGAN STATE
26 UNIVERSITY, ST. MARY'S COLLEGE OF MARYLAND, AND BALTIMORE CITY
27 COMMUNITY COLLEGE:

28 (I) SHALL ENCOURAGE AN EMPLOYEE TO ATTEND THE
29 PORTION OF A NEW EMPLOYEE PROGRAM DESIGNATED FOR AN EXCLUSIVE
30 REPRESENTATIVE TO ADDRESS NEW EMPLOYEES; AND

31 (II) MAY NOT REQUIRE AN EMPLOYEE TO ATTEND THE PORTION
32 OF A NEW EMPLOYEE PROGRAM DESIGNATED FOR AN EXCLUSIVE REPRESENTATIVE
33 TO ADDRESS NEW EMPLOYEES IF THE EMPLOYEE OBJECTS TO ATTENDING.

34 (C) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION,
35 THE STATE, A SYSTEM INSTITUTION, MORGAN STATE UNIVERSITY, ST. MARY'S

1 COLLEGE OF MARYLAND, AND BALTIMORE CITY COMMUNITY COLLEGE SHALL
2 PROVIDE THE EXCLUSIVE REPRESENTATIVE AT LEAST 10 DAYS' NOTICE IN ADVANCE
3 OF A NEW EMPLOYEE ~~ORIENTATION~~ PROGRAM.

4 (2) THE STATE, A SYSTEM INSTITUTION, MORGAN STATE
5 UNIVERSITY, ST. MARY'S COLLEGE OF MARYLAND, AND BALTIMORE CITY
6 COMMUNITY COLLEGE MAY PROVIDE THE EXCLUSIVE REPRESENTATIVE WITH LESS
7 THAN 10 DAYS' NOTICE IF THERE IS AN URGENT NEED CRITICAL TO THE EMPLOYER'S
8 NEW EMPLOYEE ~~ORIENTATION~~ PROGRAM THAT WAS NOT REASONABLY
9 FORESEEABLE.

10 3-502.

11 (a) Collective bargaining shall include all matters relating to:

12 (1) wages, hours, and other terms and conditions of employment; AND

13 (2) THE TIME AND MANNER OF ACCESS TO A NEW EMPLOYEE
14 ~~ORIENTATION~~ PROGRAM AS REQUIRED UNDER § 3-307 OF THIS TITLE.

15 ~~SECTION 2. AND BE IT FURTHER ENACTED, That it is the intent of the General~~
16 ~~Assembly that, on request from an employee at any time, an exclusive representative shall~~
17 ~~stop contacting the employee.~~

18 SECTION ~~2.~~ 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
19 October 1, 2018.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.