

SENATE BILL 660

P4, F2

0lr1927
CF HB 641

By: **Senator Kramer**

Introduced and read first time: February 3, 2020

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Collective Bargaining – Chancellor of the University System of Maryland –**
3 **Negotiations**

4 FOR the purpose of requiring the Chancellor of the University System of Maryland to act
5 on behalf of the University System of Maryland and certain system institutions for
6 the purpose of collective bargaining; repealing a provision of law authorizing certain
7 presidents of certain system institutions to cooperate for the purpose of collective
8 bargaining; repealing a provision of law regarding the termination of a certain
9 cooperating agreement; providing for the negotiation of a certain consolidated
10 memorandum of understanding between a certain exclusive representative and the
11 Chancellor under certain circumstances; providing for the application of this Act;
12 making conforming changes; defining a certain term; altering a certain definition;
13 and generally relating to collective bargaining for the University System of
14 Maryland.

15 BY repealing and reenacting, with amendments,
16 Article – State Personnel and Pensions
17 Section 3–101, 3–2A–09(a), 3–306(c), 3–403(d), 3–501(a), (d), and (f), and 3–601
18 Annotated Code of Maryland
19 (2015 Replacement Volume and 2019 Supplement)

20 BY repealing
21 Article – State Personnel and Pensions
22 Section 3–602
23 Annotated Code of Maryland
24 (2015 Replacement Volume and 2019 Supplement)

25 BY adding to
26 Article – State Personnel and Pensions
27 Section 3–602
28 Annotated Code of Maryland

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



(2015 Replacement Volume and 2019 Supplement)

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

Article – State Personnel and Pensions

3–101.

(a) In this title the following words have the meanings indicated.

(b) “Board” means:

(1) with regard to any matter relating to employees of any of the units of State government described in § 3–102(a)(1)(i) through (iv) and (vi) through (x) of this subtitle and employees described in § 3–102(a)(2) of this subtitle, the State Labor Relations Board; and

(2) with regard to any matter relating to employees of any State institution of higher education described in § 3–102(a)(1)(v) of this subtitle, the State Higher Education Labor Relations Board.

(C) “CHANCELLOR” HAS THE MEANING STATED IN § 12–101 OF THE EDUCATION ARTICLE.

[(c)] (D) “Collective bargaining” means:

(1) good faith negotiations by authorized representatives of employees and their employer with the intention of:

(i) 1. reaching an agreement about wages, hours, and other terms and conditions of employment; and

2. incorporating the terms of the agreement in a written memorandum of understanding or other written understanding; or

(ii) clarifying terms and conditions of employment;

(2) administration of terms and conditions of employment; or

(3) the voluntary adjustment of a dispute or disagreement between authorized representatives of employees and their employer that arises under a memorandum of understanding or other written understanding.

[(d)] (E) “Employee organization” means a labor or other organization in which State employees participate and that has as one of its primary purposes representing employees.

1 [(e)] (F) “Exclusive representative” means an employee organization that has
2 been certified by the Board as an exclusive representative under Subtitle 4 of this title.

3 [(f)] (G) “President” means[:

4 (1) with regard to a constituent institution, as defined in § 12–101 of the
5 Education Article, the president of the constituent institution;

6 (2) with regard to a center or institute, as those terms are defined in §
7 12–101 of the Education Article, the president of the center or institute;

8 (3) with regard to the University System of Maryland Office, the
9 Chancellor of the University System of Maryland; and

10 (4)], with regard to Morgan State University, St. Mary’s College of
11 Maryland, and Baltimore City Community College, the president of the institution.

12 [(g)] (H) “System institution” means:

13 (1) a constituent institution, as defined in § 12–101 of the Education
14 Article;

15 (2) a center or institute, as those terms are defined in § 12–101 of the
16 Education Article; and

17 (3) the University System of Maryland Office.

18 3–2A–09.

19 (a) If **THE CHANCELLOR**, a president, a system institution, an exclusive
20 representative, or a person fails to comply with an order issued by the Board, a member of
21 the Board may petition the circuit court to order **THE CHANCELLOR**, the president, **THE**
22 system institution, an exclusive representative, or **A** person to comply with the Board’s
23 order.

24 3–306.

25 (c) (1) This subsection applies to [a system institution] **THE CHANCELLOR**,
26 an employee organization for employees of a system institution, and its officers, employees,
27 agents, or representatives.

28 (2) In addition to the unfair labor practices in subsections (a) and (b) of this
29 section, [a system institution] **THE CHANCELLOR** and an employee organization are
30 prohibited from failing to meet an established negotiation deadline, unless a written
31 agreement between the [system institution] **CHANCELLOR**, or [its] **THE CHANCELLOR’S**

1 officers, employees, agents, or representatives, and the exclusive representative provides
2 otherwise.

3 3-403.

4 (d) (1) Each system institution, Morgan State University, St. Mary's College
5 of Maryland, and Baltimore City Community College shall have separate bargaining units.

6 (2) [The presidents of the system institutions may agree to cooperate for
7 the purpose of collective bargaining:

8 (i) before the election of exclusive representatives; or

9 (ii) after the certification of exclusive representatives under §
10 3-406(a) of this subtitle.

11 (3)] Appropriate bargaining units shall consist of:

12 (i) all eligible nonexempt employees, as described in the federal Fair
13 Labor Standards Act, except eligible sworn police officers;

14 (ii) all eligible exempt employees, as described in the federal Fair
15 Labor Standards Act; and

16 (iii) all eligible sworn police officers.

17 3-501.

18 (a) (1) The following individuals or entities shall designate one or more
19 representatives to participate as a party in collective bargaining on behalf of the State or
20 the following institutions:

21 (i) on behalf of the State, the Governor;

22 (ii) on behalf of [a system institution, the president of the system
23 institution] **THE UNIVERSITY SYSTEM OF MARYLAND, THE CHANCELLOR;** and

24 (iii) on behalf of Morgan State University, St. Mary's College of
25 Maryland, or Baltimore City Community College, the governing board of the institution.

26 (2) The exclusive representative shall designate one or more
27 representatives to participate as a party in collective bargaining on behalf of the exclusive
28 representative.

29 (d) (1) A memorandum of understanding that incorporates all matters of
30 agreement reached by the parties shall be executed by the exclusive representative and:

1 (i) for a memorandum of understanding relating to the State, the
2 Governor or the Governor's designee;

3 (ii) for a memorandum of understanding relating to a system
4 institution, [the president of the system institution or the president's] **THE CHANCELLOR**
5 **OR THE CHANCELLOR'S** designee; and

6 (iii) for a memorandum of understanding relating to Morgan State
7 University, St. Mary's College of Maryland, or Baltimore City Community College, the
8 governing board of the institution or the governing board's designee.

9 (2) To the extent these matters require legislative approval or the
10 appropriation of funds, the matters shall be recommended to the General Assembly for
11 approval or for the appropriation of funds.

12 (3) To the extent matters involving a State institution of higher education
13 require legislative approval, the legislation shall be recommended to the Governor for
14 submission to the General Assembly.

15 (f) (1) The terms of a memorandum of understanding executed by the
16 Governor or the Governor's designee and an exclusive representative of a bargaining unit
17 for skilled service or professional service employees in the State Personnel Management
18 System are not applicable to employees of a State institution of higher education.

19 (2) The terms of a memorandum of understanding executed by [a president
20 of a system institution] **THE CHANCELLOR** or the governing board of Morgan State
21 University, St. Mary's College of Maryland, or Baltimore City Community College, or their
22 respective designees, and the exclusive representative of a bargaining unit for employees
23 of a State institution of higher education are not applicable to skilled service or professional
24 service employees in the State Personnel Management System.

25 3-601.

26 (a) (1) A memorandum of understanding shall contain all matters of
27 agreement reached in the collective bargaining process.

28 (2) The memorandum shall be in writing and signed by the exclusive
29 representative involved in the collective bargaining negotiations and:

30 (i) for a memorandum of understanding relating to the State, the
31 Governor or the Governor's designee;

32 (ii) for a memorandum of understanding relating to a system
33 institution **OR THE UNIVERSITY SYSTEM OF MARYLAND**, [the president of the system
34 institution or the president's designee] **THE CHANCELLOR OR THE CHANCELLOR'S**
35 **DESIGNEE**; and

1 (iii) for a memorandum of understanding relating to Morgan State
2 University, St. Mary's College of Maryland, or Baltimore City Community College, the
3 governing board of the institution or the governing board's designee.

4 (b) No memorandum of understanding is valid if it extends for less than 1 year or
5 for more than 3 years.

6 (c) (1) Except as provided in paragraph (2) of this subsection, a memorandum
7 of understanding is not effective until it is ratified by the Governor and a majority of the
8 votes cast by the employees in the bargaining unit.

9 (2) In the case of a State institution of higher education **OR THE**
10 **UNIVERSITY SYSTEM OF MARYLAND**, a memorandum of understanding is not effective
11 until it is ratified by the institution's governing board **OR THE UNIVERSITY SYSTEM OF**
12 **MARYLAND BOARD OF REGENTS** and a majority of the votes cast by the employees in
13 the bargaining unit.

14 [3-602.

15 The president of a system institution may elect to terminate a cooperation agreement
16 with another system institution, entered into for the purpose of collective bargaining with
17 exclusive representatives, effective on the termination date of the memorandum of
18 understanding between the exclusive representatives and the system institutions that are
19 parties to the cooperation agreement.]

20 **3-602.**

21 **(A) WITH REGARD TO THE UNIVERSITY SYSTEM OF MARYLAND, IF AN**
22 **EXCLUSIVE REPRESENTATIVE REPRESENTS MORE THAN ONE BARGAINING UNIT OF**
23 **EMPLOYEES AND REQUESTS TO BARGAIN A CONSOLIDATED MEMORANDUM OF**
24 **UNDERSTANDING:**

25 **(1) THE CHANCELLOR AND THE EXCLUSIVE REPRESENTATIVE SHALL**
26 **NEGOTIATE THE TERMS OF ONE CONSOLIDATED MEMORANDUM OF**
27 **UNDERSTANDING TO APPLY TO ALL BARGAINING UNITS FOR EMPLOYEES OF ALL**
28 **SYSTEM INSTITUTIONS REPRESENTED BY THE EXCLUSIVE REPRESENTATIVE; AND**

29 **(2) ON MUTUAL AGREEMENT AND IN WRITING, THE PARTIES MAY**
30 **DESIGNATE A MATTER PARTICULAR TO A SYSTEM INSTITUTION TO BE NEGOTIATED**
31 **BY THE EXCLUSIVE REPRESENTATIVE AND THE PRESIDENT OF THE SYSTEM**
32 **INSTITUTION OR THE PRESIDENT'S DESIGNEE.**

33 **(B) ON CONCLUSION OF NEGOTIATIONS UNDER SUBSECTION (A) OF THIS**
34 **SECTION, ALL MATTERS OF AGREEMENT, INCLUDING THOSE AGREEMENTS**

1 REACHED UNDER SUBSECTION (A) (2) OF THIS SECTION, SHALL BE INCLUDED IN THE
2 CONSOLIDATED MEMORANDUM OF UNDERSTANDING.

3 SECTION 2. AND BE IT FURTHER ENACTED, That, notwithstanding any other
4 provision of law or any stated or negotiated expiration date, all terms of a presently existing
5 memorandum of understanding under Title 3, Subtitle 6 of the State Personnel and
6 Pensions Article may not be impaired in any way by this Act and shall remain in full force
7 and effect until a successor memorandum of understanding is agreed to and ratified.

8 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect June
9 1, 2020.