

# HOUSE BILL 984

P4, F5

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CF SB 367

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By: **Delegates J. Lewis, Acevero, Forbes, Harris, Reznik, Smith, and Solomon**

Introduced and read first time: February 10, 2023

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Public Employee Relations Act**

3 FOR the purpose of consolidating and altering certain laws governing collective bargaining  
4 for certain public employees, including laws related to the establishment of  
5 bargaining units, elections and certification of exclusive representatives, employee  
6 and employer rights, unfair labor practices, and strikes and lockouts; establishing  
7 the Public Employee Relations Board to oversee collective bargaining activities for  
8 certain public employees; repealing the State Labor Relations Board, the State  
9 Higher Education Labor Relations Board, and the Public School Labor Relations  
10 Board; establishing that certain grievance procedures for State employees serve as  
11 a certain procedure for certain disputes between certain parties; requiring the Office  
12 of Administrative Hearings to resolve certain disputes regarding a certain  
13 memorandum of understanding or written agreement under certain circumstances;  
14 and generally relating to collective bargaining for public employees.

15 BY repealing

16 Article – Education

17 Section 6–403, 6–406, 6–407, 6–407.2, 6–409 through 6–411, 6–504, 6–506, 6–507,  
18 6–509, 6–509.2, and 6–512 through 6–514; 6–801 through 6–807 and the  
19 subtitle “Subtitle 8. Public School Labor Relations Board”; and 16–704  
20 through 16–706, 16–710, 16–712, 16–714, and 16–715

21 Annotated Code of Maryland

22 (2022 Replacement Volume)

23 BY repealing

24 Article – State Personnel and Pensions

25 Section 3–201 through 3–209 and the subtitle “Subtitle 2. State Labor Relations  
26 Board”; 3–2A–01 through 3–2A–09 and the subtitle “Subtitle 2A. State Higher  
27 Education Labor Relations Board”; 3–301 through 3–307 and the subtitle  
28 “Subtitle 3. Rights of Employees and Employers; Strikes, Lockouts, and

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1           Unfair Labor Practices Prohibited”; and 3–401 through 3–407 and the subtitle  
2           “Subtitle 4. Election and Certification of Exclusive Representative”  
3           Annotated Code of Maryland  
4           (2015 Replacement Volume and 2022 Supplement)

5   BY renumbering  
6       Article – Education  
7       Section 6–404, 6–405, 6–407.1, 6–408, 6–408.1, 6–505, 6–508, 6–509.1, 6–510,  
8       16–707, 16–708, 16–709, 16–711, and 16–713  
9       to be Section 6–403, 6–404, 6–405, 6–406, 6–407, 6–504, 6–505, 6–506, 6–507,  
10       16–704, 16–705, 16–706, 16–707, and 16–708, respectively  
11       Annotated Code of Maryland  
12       (2022 Replacement Volume)

13   BY repealing and reenacting, with amendments,  
14       Article – Education  
15       Section 2–205(e)(4), 6–401, 6–402, 6–501, 6–503, 9.5–703(c)(2) and (3), 16–701,  
16       16–702, and 16–703  
17       Annotated Code of Maryland  
18       (2022 Replacement Volume)

19   BY repealing and reenacting, with amendments,  
20       Article – Education  
21       Section 6–403, 6–404, 6–406(c)(3), 6–504, 6–505, 6–507(c)(3), and 16–708  
22       Annotated Code of Maryland  
23       (2022 Replacement Volume)  
24       (As enacted by Section 3 of this Act)

25   BY repealing and reenacting, with amendments,  
26       Article – Health – General  
27       Section 15–903(c)(2) and (3)  
28       Annotated Code of Maryland  
29       (2019 Replacement Volume and 2022 Supplement)

30   BY adding to  
31       Article – State Government  
32       Section 21–101 through 21–601 to be under the new title “Title 21. Public Employee  
33       Relations”  
34       Annotated Code of Maryland  
35       (2021 Replacement Volume and 2022 Supplement)

36   BY repealing and reenacting, with amendments,  
37       Article – State Personnel and Pensions  
38       Section 3–101, 3–501(e), and 3–502  
39       Annotated Code of Maryland  
40       (2015 Replacement Volume and 2022 Supplement)

1 BY adding to  
2 Article – State Personnel and Pensions  
3 Section 3–102(c) and (d)  
4 Annotated Code of Maryland  
5 (2015 Replacement Volume and 2022 Supplement)

6 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
7 That Section(s) 6–403, 6–406, 6–407, 6–407.2, 6–409 through 6–411, 6–504, 6–506, 6–507,  
8 6–509, 6–509.2, 6–512 through 6–514; 6–801 through 6–807 and the subtitle “Subtitle 8.  
9 Public School Labor Relations Board”; and 16–704 through 16–706, 16–710, 16–712,  
10 16–714, and 16–715 of Article – Education of the Annotated Code of Maryland be repealed.

11 SECTION 2 AND BE IT FURTHER ENACTED, That Section(s) 3–201 through  
12 3–209 and the subtitle “Subtitle 2. State Labor Relations Board”; 3–2A–01 through  
13 3–2A–09 and the subtitle “Subtitle 2A. State Higher Education Labor Relations Board”;  
14 3–301 through 3–307 and the subtitle “Subtitle 3. Rights of Employees and Employers;  
15 Strikes, Lockouts, and Unfair Labor Practices Prohibited”; and 3–401 through 3–407 and  
16 the subtitle “Subtitle 4. Election and Certification of Exclusive Representative” of Article –  
17 State Personnel and Pensions of the Annotated Code of Maryland be repealed.

18 SECTION 3. AND BE IT FURTHER ENACTED, That Section(s) 6–404, 6–405,  
19 6–407.1, 6–408, 6–408.1, 6–505, 6–508, 6–509.1, 6–510, 16–707, 16–708, 16–709, 16–711,  
20 and 16–713 of Article – Education of the Annotated Code of Maryland be renumbered to be  
21 Section(s) 6–403, 6–404, 6–405, 6–406, 6–407, 6–504, 6–505, 6–506, 6–507, 16–704, 16–705,  
22 16–706, 16–707, and 16–708, respectively.

23 SECTION 4. AND BE IT FURTHER ENACTED, That the Laws of Maryland read  
24 as follows:

25 **Article – Education**

26 2–205.

27 (e) (4) (i) The Public [School Labor] **EMPLOYEE** Relations Board shall  
28 decide any controversy or dispute arising under Title 6, Subtitle 4 or Subtitle 5 of this  
29 article.

30 (ii) A decision of the Public [School Labor] **EMPLOYEE** Relations  
31 Board is final.

32 6–401.

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

34 (b) “Board” means the Public [School Labor] **EMPLOYEE** Relations Board  
35 [established under Subtitle 8 of this title].

1 (b-1) “Day” means a calendar day unless otherwise indicated.

2 (c) “Employee organization” [means an organization that:

3 (1) Includes certificated employees of a public school employer or  
4 individuals of equivalent status in Baltimore City; and

5 (2) Has as one of its main purposes the representation of the employees in  
6 their relations with that public school employer] **HAS THE MEANING STATED IN § 21-101**  
7 **OF THE STATE GOVERNMENT ARTICLE.**

8 (d) (1) “Home and hospital teacher” means a teacher employed by a public  
9 school employer to provide instructional services to a public school student who is unable  
10 to function effectively in the classroom setting due to the student’s medical, physical, or  
11 emotional condition.

12 (2) A home and hospital teacher may teach in:

13 (i) A private home;

14 (ii) A hospital;

15 (iii) A therapeutic center;

16 (iv) A school; or

17 (v) Any other appropriate site.

18 (d-1) “New employee processing” means the process for a newly hired public school  
19 employee, whether in person, online, or through other means, in which new employees are  
20 advised of their employment status, rights, benefits, duties, responsibilities, and other  
21 employment-related matters.

22 (e) (1) “Public school employee” means a certificated professional individual  
23 who is employed by a public school employer or an individual of equivalent status in  
24 Baltimore City, except for a county superintendent or an individual designated by the  
25 public school employer to act in a negotiating capacity as provided in § 6-408(c) of this  
26 subtitle.

27 (2) In Montgomery County, “public school employees” include:

28 (i) Certificated and noncertificated substitute teachers employed by  
29 the public school employer for at least 7 days before March 1 of the school fiscal year ending  
30 June 30, 1978, and each year after; and

1 (ii) Home and hospital teachers employed by the public school  
2 employer for at least 7 days before March 1 of the school fiscal year ending June 30, 2000,  
3 and each year after.

4 (3) In Baltimore County, “public school employee” includes a secondary  
5 school nurse, an elementary school nurse, and a special school nurse.

6 (4) In Frederick County, “public school employee” includes a social worker  
7 employed by a public school employer.

8 (5) In Prince George’s County, “public school employee” includes home and  
9 hospital teachers and Junior Reserve Officer Training Corps (JROTC) instructors.

10 (6) In Baltimore County, Calvert County, Charles County, and Garrett  
11 County, “public school employee” includes Junior Reserve Officer Training Corps (JROTC)  
12 instructors.

13 (7) In Carroll County, “public school employee” includes:

14 (i) A registered nurse;

15 (ii) Supervisory noncertificated employees as defined under §  
16 6–501(i) of this title; and

17 (iii) Junior Reserve Officer Training Corps (JROTC) instructors.

18 (f) “Public school employer” means a county board of education or the Baltimore  
19 City Board of School Commissioners.

20 6–402.

21 (a) Public school employees may form, join, and participate in the activities of  
22 employee organizations of their own choice for the purpose of being represented on all  
23 matters that relate to salaries, wages, hours, and other working conditions.

24 [(b) An employee organization may establish reasonable:

25 (1) Restrictions as to who may join; and

26 (2) Provisions for the dismissal of individuals from membership.]

27 **(B) PUBLIC SCHOOL EMPLOYEES, PUBLIC SCHOOL EMPLOYERS, AND**  
28 **EXCLUSIVE REPRESENTATIVES ARE SUBJECT TO THE PROVISIONS OF TITLE 21 OF**  
29 **THE STATE GOVERNMENT ARTICLE.**

30 6–403.

1 (a) [Each public school employer shall designate, as provided in this subtitle,  
2 which employee organization, if any, shall be the exclusive representative of all public  
3 school employees in a specified unit in the county.

4 (b) (1) Except as provided in paragraph (2) of this subsection, the public school  
5 employer shall determine the composition of the unit in negotiation with any employee  
6 organization that requests negotiation concerning the composition of the unit.

7 (2) In St. Mary's County, licensed registered school nurses, Junior Reserve  
8 Officers' Training Corps (JROTC) teachers, and supervisory noncertificated employees of  
9 the public school employer shall be included in the unit.

10 [(c)] (B) (1) There may not be more than two units in a county.

11 (2) In Baltimore County, one of the units shall consist of employees who  
12 are administrative and supervisory certificated employees. The second unit shall consist of  
13 all other public school employees as defined under § 6-401(e)(1) and (3) of this subtitle.

14 [(d)] (C) All eligible public school employees shall:

15 (1) Be included in one of these units; and

16 (2) Have the rights granted in this subtitle **AND TITLE 21 OF THE STATE**  
17 **GOVERNMENT ARTICLE.**

18 6-404.

19 (a) [The designation of an employee organization as an exclusive representative  
20 shall be made as provided in this section.

21 (b) If an employee organization certifies to the public school employer that it has  
22 a membership enrollment of at least 30 percent of the total number of public school  
23 employees in a specified unit in a county as of June 1 of the year in which certification is  
24 made, this certification is a request for recognition as exclusive representative of all public  
25 school employees in the specified unit in the county.

26 (c) If another employee organization certifies that it has a membership  
27 enrollment of at least 10 percent of the total number of public school employees in the unit  
28 as of the same June 1, an election shall be held in which the public school employees in the  
29 unit shall be offered the opportunity to choose:

30 (1) One of the employee organizations as the exclusive representative of all  
31 public school employees in the unit; or

32 (2) Not to have exclusive representation.

1 (d) If no other employee organization certifies that it has a membership  
2 enrollment of at least 10 percent of the total number of public school employees in the unit,  
3 on the request of the employee organization under subsection (b) of this section, an election  
4 shall be held and the ballot shall offer a choice between:

5 (1) Exclusive representation by the organization; and

6 (2) Not to have exclusive representation.

7 (e) The public school employer shall designate the employee organization  
8 described in subsection (b) of this section as the exclusive representative of all public school  
9 employees in the specified unit in a county if:

10 (1) No other employee organization certifies that it has a membership  
11 enrollment of at least 10 percent of the total number of public school employees in the unit;

12 (2) The employee organization does not request an election under  
13 subsection (d) of this section; and

14 (3) The employee organization certifies that it has a membership  
15 enrollment of the majority of the public school employees in the unit in the county.

16 (f) (1) The Board shall adopt rules and regulations for:

17 (i) Verifying the number of certificated employees of the public  
18 school employer or individuals of equivalent status in Baltimore City who are members in  
19 good standing of an employee organization on the date of the certification or who have  
20 signed a petition under this section; and

21 (ii) Holding elections under this section and the certification of their  
22 results.

23 (2) The Board shall provide for supervision of these elections.

24 (3) The elections] **AN ELECTION HELD UNDER TITLE 21, SUBTITLE 4**  
25 **OF THE STATE GOVERNMENT ARTICLE** shall be held:

26 [(i)] (1) In each school facility where public employees are  
27 assigned on a regularly scheduled school day;

28 [(ii)] (2) In a manner assuring the secrecy of the ballot; and

29 [(iii)] (3) On a regular working day for public school employees,  
30 between June 1 and June 15, inclusive, except in Baltimore City where the elections shall  
31 be held between November 1 and November 15 following the date on which certification of  
32 required membership enrollment is made.

1 [(4) In any election held under this section, the employee organization that  
 2 receives the largest number of votes cast in a unit shall be declared to be the exclusive  
 3 representative of all public school employees in the unit. If the largest number of votes in  
 4 the election is cast not to have exclusive representation, a representative may not be  
 5 designated for the unit.

6 [(5)] (B) The public school employer shall provide any assistance required  
 7 in holding the elections.

8 6-406.

9 (c) (3) A public school employer may not negotiate the school calendar[, the  
 10 maximum number of students assigned to a class,] or any matter that is precluded by  
 11 applicable statutory law.

12 6-501.

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

14 (b) “Board” means the Public [School Labor] **EMPLOYEE** Relations Board  
 15 [established under Subtitle 8 of this title].

16 (c) “Confidential employee” includes an individual whose employment  
 17 responsibilities require knowledge of the public school employer’s posture in the collective  
 18 negotiation process, as determined by the public school employer in negotiations with an  
 19 employee organization that requests negotiation on this issue.

20 (c-1) “Day” means a calendar day unless otherwise indicated.

21 (d) “Employee organization” [means an organization that:

22 (1) Includes noncertificated employees of a public school employer; and

23 (2) Has as one of its main purposes the representation of the employees in  
 24 their relations with that public school employer] **HAS THE MEANING STATED IN § 21-101**  
 25 **OF THE STATE GOVERNMENT ARTICLE.**

26 (e) [“Management personnel”] **“MANAGERIAL EMPLOYEE”** includes an  
 27 individual who is engaged mainly in executive and managerial functions.

28 (e-1) “New employee processing” means the process for a newly hired public school  
 29 employee, whether in person, online, or through other means, in which new employees are  
 30 advised of their employment status, rights, benefits, duties, responsibilities, and other  
 31 employment-related matters.



1 (f) "Noncertificated employee", in Montgomery County, means only a full-time  
2 employee.

3 (g) (1) "Public school employee" means a noncertificated individual who is  
4 employed for at least 9 months a year on a full-time basis by a public school employer.

5 (2) "Public school employee" includes a noncertificated employee in  
6 Baltimore City notwithstanding that the noncertificated employee does not work for at  
7 least 9 months a year on a full-time basis.

8 (3) "Public school employee" does not include:

9 (i) [Management personnel] **A MANAGERIAL EMPLOYEE; OR**

10 (ii) A confidential employee[; or

11 (iii) Any individual designated by the public school employer to act in  
12 a negotiating capacity as provided in § 6-510(c) of this subtitle].

13 (h) (1) "Public school employer" means the county board in each county.

14 (2) "Public school employer" includes the Baltimore City Board of School  
15 Commissioners.

16 (i) "Supervisory employee" includes any individual who responsibly directs the  
17 work of other employees.

18 6-503.

19 (a) Public school employees may form, join, and participate in the activities of  
20 employee organizations of their own choice for the purpose of being represented on all  
21 matters that relate to salaries, wages, hours, and other working conditions.

22 [(b) An employee organization may establish reasonable restrictions as to who  
23 may join and reasonable provisions for the dismissal of individuals from membership,  
24 except that these restrictions and provisions may not discriminate with regard to the terms  
25 or conditions of membership because of race, color, marital status, creed, sex, age, or  
26 national origin.]

27 **(B) PUBLIC SCHOOL EMPLOYEES, PUBLIC SCHOOL EMPLOYERS, AND**  
28 **EXCLUSIVE REPRESENTATIVES ARE SUBJECT TO THE PROVISIONS OF TITLE 21 OF**  
29 **THE STATE GOVERNMENT ARTICLE.**

30 6-504.

1 (a) [(1) Each public school employer may designate, as provided in this subtitle,  
2 which employee organization, if any, shall be the exclusive representative of all public  
3 school employees in a specified unit in the county.

4 (2) In Baltimore City, Garrett County, and Frederick County, the public  
5 school employer shall designate, as provided in this subtitle, which employee organization,  
6 if any, shall be the exclusive representative of all public school employees in a specified unit  
7 in the county.

8 (b) The public school employer shall determine the composition of the unit in  
9 negotiation with any employee organization that requests negotiation concerning the  
10 composition of the unit.

11 (c)] (1) Except as provided in paragraphs (3) and (5) of this subsection, there  
12 may not be more than three units in a county and a unit may not include both supervisory  
13 and nonsupervisory employees.

14 (2) If a county has more than three recognized units and, as of July 1, 1974,  
15 the units have exclusive representation for collective negotiations, these units may  
16 continue as negotiating units.

17 (3) In Baltimore County, there shall be three units, including one unit of  
18 supervisory employees as defined in § 6-501(i) of this subtitle.

19 (4) In Carroll County, beginning on October 1, 2007:

20 (i) There shall be no more than three units; and

21 (ii) All units shall be nonsupervisory units.

22 (5) In Baltimore City, the public school employer may designate a fourth  
23 unit composed of all Baltimore City school police officers, as defined in § 4-318 of this  
24 article, up to and including the rank of lieutenant.

25 [(d) (1)] (B) All eligible public school employees shall:

26 [(i)] (1) Be included in one of these units; and

27 [(ii)] (2) Have the rights granted in this subtitle.

28 [(2) Except for an individual who is designated as management personnel  
29 or a confidential employee under this subtitle, each public school employee is eligible for  
30 membership in one of the negotiating units.]

31 6-505.

1 (a) Employee organizations recognized by the public school employer as the  
2 exclusive representative of all public school employees in a specified unit on July 1, 1978  
3 shall continue to be the exclusive representative[:

4 (1) For the rest of the 2-year initial period as provided by § 6-507 of this  
5 subtitle; and

6 (2) Beyond the 2-year period until another election is held as provided  
7 under § 6-507 of this subtitle] **SUBJECT TO TITLE 21, SUBTITLE 4 OF THE STATE**  
8 **GOVERNMENT ARTICLE.**

9 (b) Any collective negotiation agreement that has been entered into by an  
10 exclusive representative and a public employer as of July 1, 1978 shall continue in effect  
11 for the term of the agreement.

12 6-507.

13 (c) (3) A public school employer may not negotiate the school calendar[, the  
14 maximum number of students assigned to a class,] or any matter that is precluded by  
15 applicable statutory law.

16 9.5-703.

17 (c) (2) All elections shall be conducted by the [State Labor] **PUBLIC**  
18 **EMPLOYEE** Relations Board and subject to the requirements and limitations of [Title 3,  
19 Subtitle 4 of the State Personnel and Pensions Article] **TITLE 21, SUBTITLE 4 OF THE**  
20 **STATE GOVERNMENT ARTICLE.**

21 (3) The [State Labor] **PUBLIC EMPLOYEE** Relations Board may not  
22 conduct an election for an exclusive representative if an election or certification of an  
23 exclusive representative has taken place within the preceding 2 years.

24 16-701.

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

26 (b) "Agreement" means a written contract between a public employer and an  
27 employee organization.

28 (c) "Arbitration" means a procedure by which parties involved in a grievance  
29 submit their differences to an impartial third party for a final and binding decision.

30 (d) "Board" means the [State Higher Education Labor] **PUBLIC EMPLOYEE**  
31 **Relations Board.**

1 (e) “Collective bargaining” has the meaning stated in § 3–101(c) of the State  
2 Personnel and Pensions Article.

3 (f) “Confidential employee” [means a public employee whose unrestricted access  
4 to personnel, budgetary, or fiscal data subject to use by the public employer in collective  
5 bargaining, or whose close, continuing working relationship with those responsible for  
6 negotiating on behalf of the public employer, would make the employee’s membership in an  
7 employee organization as a rank and file employee incompatible with the employee’s  
8 duties] **HAS THE MEANING STATED IN § 21–101 OF THE STATE GOVERNMENT**  
9 **ARTICLE.**

10 (g) “Employee organization” [means a labor organization of public employees that  
11 has as one of its primary purposes representing those employees in collective bargaining]  
12 **HAS THE MEANING STATED IN § 21–101 OF THE STATE GOVERNMENT ARTICLE.**

13 (h) “Exclusive representative” [means an employee organization that has been  
14 certified by the Board as representing the employees of a bargaining unit] **HAS THE**  
15 **MEANING STATED IN § 21–101 OF THE STATE GOVERNMENT ARTICLE.**

16 (i) “Fact–finding” means a process conducted by the Board that includes:

17 (1) The identification of the major issues in an impasse;

18 (2) The review of the positions of the parties; and

19 (3) A resolution of factual differences by an impartial individual or panel.

20 (j) (1) “Faculty” means employees whose assignments involve academic  
21 responsibilities, including teachers and department heads.

22 (2) “Faculty” does not include officers, supervisory employees, confidential  
23 employees, part–time faculty, or student assistants.

24 (k) “Grievance” means a dispute concerning the application or interpretation of  
25 the terms of a collective bargaining agreement.

26 (l) “Impasse” means a failure by a public employer and an exclusive  
27 representative to achieve agreement in the course of negotiations.

28 (m) “Officer” means the president, a vice president, a dean, or any other similar  
29 official of the community college as appointed by the board of community college trustees.

30 (n) “Part–time faculty” means employees whose assignments involve academic  
31 responsibilities, including teachers, counselors, and department heads, who are designated  
32 with part–time faculty status by the president of the community college.

1 (o) (1) “Public employee” means an employee employed by a public employer.

2 (2) “Public employee” includes faculty and part-time faculty at the  
3 Baltimore City Community College.

4 (3) “Public employee” does not include:

5 (i) Officers;

6 (ii) Supervisory or confidential employees; or

7 (iii) Student assistants.

8 (p) (1) “Public employer” means the board of community college trustees for a  
9 community college.

10 (2) “Public employer” includes the Board of Trustees of Baltimore City  
11 Community College for the purposes of collective bargaining with faculty and part-time  
12 faculty.

13 [(q) (1) “Showing of interest form” means a written statement from a public  
14 employee who wishes to be represented by a petitioning employee organization for the  
15 purpose of collective bargaining.

16 (2) “Showing of interest form” includes:

17 (i) A union authorization card; and

18 (ii) A union membership card.

19 (r) “Strike” means, in concerted action with others for the purpose of inducing,  
20 influencing, or coercing a change in the wages, hours, or other terms and conditions of  
21 employment, a public employee’s:

22 (1) Refusal to report for duty;

23 (2) Willful absence from the position;

24 (3) Stoppage of work; or

25 (4) Abstinance in whole or in part from the proper performance of the  
26 duties of employment.

27 (s) “Supervisory employee” means a public employee who has full-time and  
28 exclusive authority to act on behalf of a public employer to:

1 (1) Hire, transfer, suspend, lay off, recall, promote, discharge, assign,  
2 reward, or discipline other employees; or

3 (2) Adjust employee grievances.]

4 16–702.

5 (a) It is the intent of the General Assembly that:

6 (1) The State promote harmonious and cooperative relationships with the  
7 public employees of the community college system by encouraging collective bargaining  
8 practices, protecting the rights of public employees to associate, organize, and vote for their  
9 own exclusive representatives, and recognizing the dignity of labor for all employees of the  
10 community college system; and

11 (2) A delay in implementation of this subtitle shall be to ensure that  
12 community colleges are granted sufficient time to plan for potential negotiations and may  
13 not be used to plan for, or engage in, activities that would discourage or otherwise coerce  
14 employees seeking to hold an election.

15 (b) This subtitle shall apply:

16 (1) Beginning on September 1, 2022, to:

17 (i) Anne Arundel Community College;

18 (ii) Community College of Baltimore County;

19 (iii) Frederick Community College;

20 (iv) Harford Community College;

21 (v) Howard Community College;

22 (vi) Montgomery College;

23 (vii) Prince George’s Community College; and

24 (viii) College of Southern Maryland;

25 (2) Beginning on September 1, 2023, to:

26 (i) Allegany College of Maryland;

27 (ii) Carroll Community College;

28 (iii) Cecil College;

- 1 (iv) Chesapeake College;
- 2 (v) Garrett College;
- 3 (vi) Hagerstown Community College; and
- 4 (vii) Wor–Wic Community College; and
- 5 (3) Beginning October 1, 2024, Baltimore City Community College.

6 **(C) PUBLIC EMPLOYEES, PUBLIC EMPLOYERS, AND EXCLUSIVE**  
7 **REPRESENTATIVES ARE SUBJECT TO THE PROVISIONS OF TITLE 21 OF THE STATE**  
8 **GOVERNMENT ARTICLE.**

9 16–703.

10 [(a) The Board shall conduct an election for an exclusive representative of a  
11 bargaining unit if:

- 12 (1) A valid petition is submitted in accordance with § 16–704 of this  
13 subtitle; and
- 14 (2) The bargaining unit involved in the petition is determined to be an  
15 appropriate bargaining unit under subsections (b) and (c) of this section.

16 (b) (1) Except as provided in this subtitle, the Board shall determine the  
17 appropriateness of each bargaining unit.

18 (2) If there is not a dispute about the appropriateness of the bargaining  
19 unit, the Board shall issue an order defining an appropriate bargaining unit.

20 (3) If there is a dispute about the appropriateness of the bargaining unit,  
21 the Board shall:

- 22 (i) Conduct a public hearing, receiving written and oral testimony;  
23 and
- 24 (ii) Issue an order defining the appropriate bargaining unit.

25 (c) There may be no more than four bargaining units at each community college  
26 including:

- 27 (1) One unit reserved for full–time faculty;
- 28 (2) One unit reserved for part–time faculty; and

1 (3) Two units reserved for eligible nonexempt employees, as defined in the  
2 federal Fair Labor Standards Act.

3 [(d) The Board may not require the bargaining units at a community college to  
4 conform to the requirements of this section if the bargaining units were in existence before  
5 September 1, 2022.]

6 16–708.

7 (a) [A public employer has the right to:

8 (1) Determine how the statutory mandate and goals of the community  
9 college, including the functions and programs of the community college, its overall budget,  
10 and its organizational structure, are to be carried out; and

11 (2) Direct college personnel.

12 (b) A public employee has the right to:

13 (1) Organize;

14 (2) Form, join, or assist any employee organization;

15 (3) Bargain collectively through an exclusive representative;

16 (4) Engage in other lawful concerted activity for the purpose of collective  
17 bargaining; and

18 (5) Refrain from engaging in the activities listed under this subsection.

19 (c) A public employee or group of public employees has the right at any time to:

20 (1) Present a grievance arising under the terms of the agreement to the  
21 public employer; and

22 (2) Have the grievance adjusted without the intervention of the exclusive  
23 representative.

24 [(d) (B) The exclusive representative has the right to be present during any  
25 meeting involving the presentation or adjustment of a grievance.

26 [(e) (C) (1) A public employer shall hear a grievance and participate in the  
27 adjustment of the grievance.



1 (2) The adjustment of a grievance may not be inconsistent with the terms  
2 of the collective bargaining agreement then in effect.

3 (3) A public employer shall give prompt notice of any adjustment of a  
4 grievance to the exclusive representative.

5 [(f) A public employer and an employee organization may not interfere with,  
6 intimidate, restrain, coerce, or discriminate against a public employee because the  
7 employee exercises rights granted under this section.]

8 **Article – Health – General**

9 15–903.

10 (c) (2) All elections shall be conducted by the [State Labor] **PUBLIC**  
11 **EMPLOYEE** Relations Board and subject to the requirements and limitations of [Title 3,  
12 Subtitle 4 of the State Personnel and Pensions Article] **TITLE 21, SUBTITLE 4 OF THE**  
13 **STATE GOVERNMENT ARTICLE.**

14 (3) The [State Labor] **PUBLIC EMPLOYEE** Relations Board may not  
15 conduct an election for an exclusive representative if an election or certification of an  
16 exclusive representative has taken place within the preceding 2 years.

17 **Article – State Government**

18 **TITLE 21. PUBLIC EMPLOYEE RELATIONS.**

19 **SUBTITLE 1. DEFINITIONS; GENERAL PROVISIONS.**

20 **21–101.**

21 (A) **IN THIS TITLE THE FOLLOWING WORDS HAVE THE MEANINGS**  
22 **INDICATED.**

23 (B) **“BOARD” MEANS THE PUBLIC EMPLOYEE RELATIONS BOARD.**

24 (C) **“CONFIDENTIAL EMPLOYEE” INCLUDES AN INDIVIDUAL WHOSE**  
25 **EMPLOYMENT RESPONSIBILITIES REQUIRE KNOWLEDGE OF THE PUBLIC**  
26 **EMPLOYER’S POSTURE IN THE COLLECTIVE NEGOTIATION PROCESS.**

27 (D) **UNLESS SPECIFICALLY PROVIDED OTHERWISE, “DAY” MEANS A**  
28 **CALENDAR DAY.**

1           **(E) “EMPLOYEE ORGANIZATION” MEANS A LABOR ORGANIZATION IN WHICH**  
2 **PUBLIC EMPLOYEES PARTICIPATE AND THAT HAS AS ONE OF ITS PRIMARY**  
3 **PURPOSES REPRESENTING PUBLIC EMPLOYEES.**

4           **(F) “EXCLUSIVE REPRESENTATIVE” MEANS AN EMPLOYEE ORGANIZATION**  
5 **THAT HAS BEEN CERTIFIED BY THE BOARD AS AN EXCLUSIVE REPRESENTATIVE**  
6 **UNDER SUBTITLE 4 OF THIS TITLE.**

7           **(G) “LOCKOUT” MEANS ACTION TAKEN BY A PUBLIC EMPLOYER TO:**

8                   **(1) INTERRUPT OR PREVENT THE CONTINUITY OF THE EMPLOYEES’**  
9 **USUAL WORK FOR THE PURPOSE AND WITH THE INTENT OF COERCING THE**  
10 **EMPLOYEES INTO RELINQUISHING RIGHTS GUARANTEED BY THIS TITLE; OR**

11                   **(2) BRING ECONOMIC PRESSURE ON EMPLOYEES FOR THE PURPOSE**  
12 **OF SECURING THE AGREEMENT OF THEIR EXECUTIVE REPRESENTATIVE TO**  
13 **COLLECTIVE BARGAINING AGREEMENT TERMS.**

14           **(H) “PUBLIC EMPLOYER” MEANS:**

15                   **(1) THE STATE, INCLUDING ANY UNIT, DEPARTMENT, OR**  
16 **INSTRUMENTALITY OF THE STATE;**

17                   **(2) A COMMUNITY COLLEGE LISTED UNDER § 16-702(B) OF THE**  
18 **EDUCATION ARTICLE; AND**

19                   **(3) A COUNTY BOARD OF EDUCATION OR THE BALTIMORE CITY**  
20 **BOARD OF SCHOOL COMMISSIONERS.**

21           **(I) “PUBLIC EMPLOYEE” MEANS AN INDIVIDUAL WHO:**

22                   **(1) HOLDS A POSITION BY APPOINTMENT OR EMPLOYMENT IN THE**  
23 **SERVICE OF A PUBLIC EMPLOYER WITH COLLECTIVE BARGAINING RIGHTS UNDER**  
24 **TITLE 3 OF THE STATE PERSONNEL AND PENSIONS ARTICLE, TITLE 6, SUBTITLE 4**  
25 **OR 5 OF THE EDUCATION ARTICLE OR TITLE 16, SUBTITLE 7 OF THE EDUCATION**  
26 **ARTICLE; AND**

27                   **(2) IS NOT A CONFIDENTIAL EMPLOYEE.**

28           **(J) (1) “SHOWING OF INTEREST FORM” MEANS A WRITTEN STATEMENT**  
29 **FROM A PUBLIC EMPLOYEE WHO WISHES TO BE REPRESENTED BY A PETITIONING**  
30 **EMPLOYEE ORGANIZATION FOR THE PURPOSE OF COLLECTIVE BARGAINING.**

1           **(2) "SHOWING OF INTEREST FORM" INCLUDES:**

2                   **(I) A UNION AUTHORIZATION CARD; OR**

3                   **(II) A UNION MEMBERSHIP CARD.**

4           **(K) "STRIKE" MEANS ANY CONCERTED WORK STOPPAGE TO INDUCE,**  
5 **INFLUENCE, COERCE, OR ENFORCE DEMANDS FOR A CHANGE IN WAGES, HOURS,**  
6 **TERMS, OR OTHER CONDITIONS OF EMPLOYMENT.**

7 **21-102.**

8           **(A) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT IT IS THE PUBLIC**  
9 **POLICY OF THE STATE TO ENCOURAGE AND PROTECT THE EXERCISE BY PUBLIC**  
10 **SECTOR EMPLOYEES OF THE FULL FREEDOM OF ASSOCIATION,**  
11 **SELF-ORGANIZATION, AND DESIGNATION OF REPRESENTATIVES OF THEIR OWN**  
12 **CHOOSING, FOR THE PURPOSE OF NEGOTIATING THE TERMS AND CONDITIONS OF**  
13 **THEIR EMPLOYMENT OR OTHER MUTUAL AID OR PROTECTION.**

14           **(B) FOR THE ADVANCEMENT OF THE RIGHTS DESCRIBED UNDER**  
15 **SUBSECTION (A) OF THIS SECTION AND TO PROMOTE LABOR PEACE AND THE**  
16 **ORDERLY AND CONSTRUCTIVE RELATIONSHIPS BETWEEN ALL PUBLIC EMPLOYERS**  
17 **AND THEIR EMPLOYEES, THE GENERAL ASSEMBLY HAS DETERMINED THAT THE**  
18 **OVERALL POLICY MAY BEST BE ACCOMPLISHED BY:**

19                   **(1) GRANTING TO PUBLIC EMPLOYEES THE RIGHT TO ORGANIZE AND**  
20 **CHOOSE FREELY THEIR REPRESENTATIVES;**

21                   **(2) REQUIRING PUBLIC EMPLOYERS TO NEGOTIATE AND BARGAIN**  
22 **WITH EMPLOYEE ORGANIZATIONS REPRESENTING PUBLIC EMPLOYEES AND TO**  
23 **ENTER INTO WRITTEN AGREEMENTS EVIDENCING THE RESULT OF THE BARGAINING;**  
24 **AND**

25                   **(3) ESTABLISHING PROCEDURES TO PROVIDE FOR THE PROTECTION**  
26 **OF THE RIGHTS OF PUBLIC EMPLOYEES, THE PUBLIC EMPLOYERS, AND THE PUBLIC**  
27 **AT LARGE.**

28           **(C) THE LAW OF THE STATE WITH RESPECT TO THE LABOR RIGHTS OF**  
29 **PUBLIC SECTOR EMPLOYEES IS INTENDED TO FOLLOW THE RIGHTS OF EMPLOYEES**  
30 **UNDER THE FEDERAL NATIONAL LABOR RELATIONS ACT.**

31 **21-103.**

1           **DECISIONS OF THE FEDERAL NATIONAL LABOR RELATIONS BOARD SHALL BE**  
2 **AFFORDED PERSUASIVE WEIGHT IN ANY INTERPRETATION OF THIS TITLE.**

3           **SUBTITLE 2. RIGHTS AND DUTIES OF EMPLOYEES, PUBLIC EMPLOYERS, AND**  
4 **EXCLUSIVE REPRESENTATIVES.**

5 **21-201.**

6           **(A) EMPLOYEES OF A PUBLIC EMPLOYER HAVE THE RIGHT TO:**

7                   **(1) ENGAGE IN CONCERTED ACTIVITIES FOR THE PURPOSES OF**  
8 **MUTUAL AID OR PROTECTION; AND**

9                   **(2) REFRAIN FROM ANY OR ALL ACTIVITIES DESCRIBED UNDER ITEM**  
10 **(1) OF THIS SUBSECTION.**

11           **(B) PUBLIC EMPLOYEES HAVE THE RIGHT TO:**

12                   **(1) FORM, JOIN AND PARTICIPATE IN, OR TO REFRAIN FROM**  
13 **FORMING, JOINING, OR PARTICIPATING IN, ANY EMPLOYEE ORGANIZATION OF**  
14 **THEIR OWN CHOOSING;**

15                   **(2) BE REPRESENTED BY EMPLOYEE ORGANIZATIONS, TO NEGOTIATE**  
16 **COLLECTIVELY WITH THEIR PUBLIC EMPLOYERS IN THE DETERMINATION OF THEIR**  
17 **TERMS AND CONDITIONS OF EMPLOYMENT, AND THE ADMINISTRATION OF**  
18 **GRIEVANCES ARISING THEREUNDER; AND**

19                   **(3) BE FAIRLY REPRESENTED BY THEIR EXCLUSIVE**  
20 **REPRESENTATIVE, IF ANY, IN COLLECTIVE BARGAINING.**

21           **(C) EXCEPT AS PROVIDED IN SUBSECTION (D) OF THIS SECTION, AN**  
22 **EMPLOYEE ORGANIZATION MAY ESTABLISH REASONABLE:**

23                   **(1) RESTRICTIONS AS TO WHO MAY JOIN; AND**

24                   **(2) PROVISIONS FOR THE DISMISSAL OF INDIVIDUALS FROM**  
25 **MEMBERSHIP.**

26           **(D) AN EMPLOYEE MAY NOT ESTABLISH RESTRICTIONS AND PROVISIONS**  
27 **UNDER SUBSECTION (C) OF THIS SECTION THAT DISCRIMINATE WITH REGARD TO**  
28 **THE TERMS OR CONDITIONS OF MEMBERSHIP BECAUSE OF:**

29                   **(1) AGE;**

- 1           **(2) ANCESTRY;**
- 2           **(3) COLOR;**
- 3           **(4) CREED;**
- 4           **(5) GENDER IDENTITY;**
- 5           **(6) MARITAL STATUS;**
- 6           **(7) MENTAL OR PHYSICAL DISABILITY;**
- 7           **(8) NATIONAL ORIGIN;**
- 8           **(9) RACE;**
- 9           **(10) RELIGIOUS AFFILIATION, BELIEF, OR OPINION;**
- 10           **(11) SEX; OR**
- 11           **(12) SEXUAL ORIENTATION.**

12 **21-202.**

13           **A PUBLIC EMPLOYER SHALL EXTEND TO AN EXCLUSIVE REPRESENTATIVE THE**  
14 **RIGHT TO:**

- 15           **(1) REPRESENT PUBLIC EMPLOYEES IN:**
  - 16                   **(I) NEGOTIATIONS NOTWITHSTANDING THE EXISTENCE OF AN**  
17 **AGREEMENT WITH AN EMPLOYEE ORGANIZATION THAT IS NO LONGER CERTIFIED OR**  
18 **RECOGNIZED; AND**
  - 19                   **(II) THE SETTLEMENT OF GRIEVANCES;**
- 20           **(2) (I) ON REQUEST, INFORMATION FROM A PUBLIC EMPLOYER**  
21 **RELEVANT TO THE ADMINISTRATION AND NEGOTIATION OF AN AGREEMENT OR THE**  
22 **PROPER PERFORMANCE OF THE EMPLOYEE ORGANIZATION'S DUTIES AS THE**  
23 **PUBLIC EMPLOYEES' REPRESENTATIVE; AND**

1                   **(II) HAVE THE INFORMATION REQUESTED UNDER ITEM (I) OF**  
2 **THIS ITEM MADE AVAILABLE AS SOON AS PRACTICABLE, BUT NOT LATER THAN 30**  
3 **DAYS AFTER THE PUBLIC EMPLOYER RECEIVES THE REQUEST; AND**

4                   **(3) COMMUNICATE WITH ITS MEMBERS AND ELECTED OFFICIALS, IN**  
5 **A MANNER AND AT TIMES AT ITS DISCRETION, CONCERNING ISSUES RELEVANT TO**  
6 **THE ADMINISTRATION AND NEGOTIATION OF AN AGREEMENT.**

7 **21-203.**

8                   **(A) ON WRITTEN REQUEST OF AN EXCLUSIVE REPRESENTATIVE FOR EACH**  
9 **EMPLOYEE IN THE BARGAINING UNIT REPRESENTED BY THE EXCLUSIVE**  
10 **REPRESENTATIVE, THE PUBLIC EMPLOYER, AS APPROPRIATE, SHALL PROVIDE THE**  
11 **EXCLUSIVE REPRESENTATIVE WITH THE EMPLOYEE'S:**

12                   **(1) NAME;**

13                   **(2) POSITION CLASSIFICATION;**

14                   **(3) UNIT;**

15                   **(4) HOME AND WORK SITE ADDRESSES WHERE THE EMPLOYEE**  
16 **RECEIVES INTEROFFICE OR UNITED STATES MAIL;**

17                   **(5) HOME AND WORK SITE TELEPHONE NUMBERS;**

18                   **(6) WORK E-MAIL ADDRESS; AND**

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

20                   **(B) THE PUBLIC EMPLOYER, AS APPROPRIATE, SHALL PROVIDE THE**  
21 **EXCLUSIVE REPRESENTATIVE WITH THE REQUESTED INFORMATION IN A**  
22 **SEARCHABLE AND ANALYZABLE ELECTRONIC FORMAT.**

23                   **(C) NAMES OR LISTS OF EMPLOYEES PROVIDED TO THE BOARD IN**  
24 **CONNECTION WITH AN ELECTION UNDER THIS TITLE ARE NOT SUBJECT TO**  
25 **DISCLOSURE IN ACCORDANCE WITH TITLE 4 OF THE GENERAL PROVISIONS**  
26 **ARTICLE.**

27                   **(D) (1) EXCEPT AS PROVIDED IN PARAGRAPHS (2) AND (3) OF THIS**  
28 **SUBSECTION, AN EXCLUSIVE REPRESENTATIVE SHALL CONSIDER THE**  
29 **INFORMATION THAT IT RECEIVES UNDER THIS SECTION AS CONFIDENTIAL AND MAY**  
30 **NOT RELEASE THE INFORMATION TO ANY PERSON.**

1           **(2) AN EXCLUSIVE REPRESENTATIVE MAY AUTHORIZE THIRD PARTY**  
2 **CONTRACTORS TO USE THE INFORMATION THAT IT RECEIVES UNDER THIS SECTION,**  
3 **AS DIRECTED BY THE EXCLUSIVE REPRESENTATIVE, TO CARRY OUT THE EXCLUSIVE**  
4 **REPRESENTATIVE’S STATUTORY DUTIES UNDER THIS TITLE.**

5           **(3) AN EXCLUSIVE REPRESENTATIVE OR AN AUTHORIZED THIRD**  
6 **PARTY CONTRACTOR MAY USE THE INFORMATION THAT IT RECEIVES UNDER THIS**  
7 **SECTION FOR THE PURPOSE OF MAINTAINING OR INCREASING EMPLOYEE**  
8 **MEMBERSHIP IN AN EMPLOYEE ORGANIZATION.**

9           **(4) ON WRITTEN REQUEST OF AN EMPLOYEE, AN EXCLUSIVE**  
10 **REPRESENTATIVE SHALL WITHHOLD FURTHER COMMUNICATION WITH THE**  
11 **EMPLOYEE UNLESS OTHERWISE REQUIRED BY LAW OR THE WRITTEN REQUEST IS**  
12 **REVOKED BY THE EMPLOYEE.**

13 **21-204.**

14           **A PUBLIC EMPLOYER HAS THE RIGHT TO:**

15           **(1) DETERMINE HOW THE STATUTORY MANDATE AND GOALS OF THE**  
16 **PUBLIC EMPLOYER, INCLUDING THE FUNCTIONS AND PROGRAMS OF THE PUBLIC**  
17 **EMPLOYER, ITS OVERALL BUDGET, AND ITS ORGANIZATIONAL STRUCTURE, ARE TO**  
18 **BE CARRIED OUT; AND**

19           **(2) DIRECT EMPLOYEES OF THE PUBLIC EMPLOYER.**

20 **21-205.**

21           **(A) A PUBLIC EMPLOYER IS PROHIBITED FROM ENGAGING IN A LOCKOUT.**

22           **(B) PUBLIC EMPLOYEES ARE PROHIBITED FROM ENGAGING IN A STRIKE.**

23 **21-206.**

24           **(A) A PUBLIC EMPLOYER AND ITS OFFICERS, EMPLOYEES, AGENTS, OR**  
25 **REPRESENTATIVES ARE PROHIBITED FROM ENGAGING IN ANY UNFAIR LABOR**  
26 **PRACTICE, INCLUDING:**

27           **(1) INTERFERING WITH, RESTRAINING, OR COERCING EMPLOYEES IN**  
28 **THE EXERCISE OF THEIR RIGHTS UNDER THIS TITLE;**

1           **(2) DOMINATING, INTERFERING WITH, CONTRIBUTING FINANCIAL OR**  
2 **OTHER SUPPORT TO, OR ASSISTING IN THE FORMATION, EXISTENCE, OR**  
3 **ADMINISTRATION OF ANY EMPLOYEE ORGANIZATION;**

4           **(3) GRANTING ADMINISTRATIVE LEAVE TO EMPLOYEES TO ATTEND**  
5 **EMPLOYER SPONSORED OR SUPPORTED MEETINGS OR EVENTS RELATING TO AN**  
6 **ELECTION UNDER SUBTITLE 4 OF THIS TITLE, UNLESS THE PUBLIC EMPLOYER**  
7 **GRANTS EMPLOYEES AT LEAST THE SAME AMOUNT OF ADMINISTRATIVE LEAVE TO**  
8 **ATTEND LABOR ORGANIZATION SPONSORED OR SUPPORTED MEETINGS OR**  
9 **EMPLOYEE MEETINGS;**

10           **(4) DISCRIMINATING IN HIRING, TENURE, OR ANY TERM OR**  
11 **CONDITION OF EMPLOYMENT TO ENCOURAGE OR DISCOURAGE MEMBERSHIP IN AN**  
12 **EMPLOYEE ORGANIZATION;**

13           **(5) DISCHARGING OR DISCRIMINATING AGAINST AN EMPLOYEE**  
14 **BECAUSE OF THE SIGNING OR FILING OF AN AFFIDAVIT, PETITION, OR COMPLAINT,**  
15 **OR GIVING INFORMATION OR TESTIMONY IN CONNECTION WITH MATTERS UNDER**  
16 **THIS TITLE;**

17           **(6) FAILING TO PROVIDE ALL EMPLOYEE ORGANIZATIONS INVOLVED**  
18 **IN AN ELECTION THE SAME RIGHTS OF ACCESS AS REQUIRED BY THE BOARD**  
19 **THROUGH REGULATION;**

20           **(7) ENGAGING IN SURVEILLANCE OF UNION ACTIVITIES;**

21           **(8) REFUSING TO BARGAIN IN GOOD FAITH;**

22           **(9) FAILING TO MEET AN ESTABLISHED NEGOTIATION DEADLINE,**  
23 **UNLESS A WRITTEN AGREEMENT BETWEEN THE PUBLIC EMPLOYER AND THE**  
24 **EXCLUSIVE REPRESENTATIVE PROVIDES OTHERWISE;**

25           **(10) ENGAGING IN A LOCKOUT; OR**

26           **(11) SPENDING PUBLIC MONEY, USING PUBLIC RESOURCES, OR**  
27 **PROVIDING ASSISTANCE TO AN INDIVIDUAL OR GROUP FOR A NEGATIVE CAMPAIGN**  
28 **AGAINST EFFORTS BY EMPLOYEES OF A PUBLIC EMPLOYER OR AN EMPLOYEE**  
29 **ORGANIZATION TO:**

30                   **(I) GAIN OR RETAIN COLLECTIVE BARGAINING RIGHTS; OR**

31                   **(II) CERTIFY AN EMPLOYEE ORGANIZATION AS AN EXCLUSIVE**  
32 **REPRESENTATIVE.**



1           **(B) EMPLOYEE ORGANIZATIONS AND THEIR AGENTS OR REPRESENTATIVES**  
2 **ARE PROHIBITED FROM ENGAGING IN ANY UNFAIR LABOR PRACTICE, INCLUDING:**

3           **(1) INTERFERING WITH, RESTRAINING, OR COERCING EMPLOYEES IN**  
4 **THE EXERCISE OF THEIR RIGHTS UNDER THIS TITLE;**

5           **(2) CAUSING OR ATTEMPTING TO CAUSE A PUBLIC EMPLOYER TO**  
6 **DISCRIMINATE IN HIRING, TENURE, OR ANY TERM OR CONDITION OF EMPLOYMENT**  
7 **TO ENCOURAGE OR DISCOURAGE MEMBERSHIP IN AN EMPLOYEE ORGANIZATION;**

8           **(3) ENGAGING IN, INDUCING, OR ENCOURAGING ANY PERSON TO**  
9 **ENGAGE IN A STRIKE, AS DEFINED IN § 21-205 OF THIS SUBTITLE;**

10           **(4) INTERFERING WITH THE STATUTORY DUTIES OF THE STATE OR A**  
11 **PUBLIC EMPLOYER;**

12           **(5) REFUSING TO BARGAIN IN GOOD FAITH; OR**

13           **(6) NOT FAIRLY REPRESENTING EMPLOYEES IN COLLECTIVE**  
14 **BARGAINING OR IN ANY OTHER MATTER IN WHICH THE EMPLOYEE ORGANIZATION**  
15 **HAS THE DUTY OF FAIR REPRESENTATION.**

16 **21-207.**

17           **(A) EACH EXCLUSIVE REPRESENTATIVE HAS THE RIGHT TO COMMUNICATE**  
18 **WITH THE EMPLOYEES THAT IT REPRESENTS.**

19           **(B) (1) PUBLIC EMPLOYERS SHALL ALLOW AN EXCLUSIVE**  
20 **REPRESENTATIVE TO:**

21           **(I) MEET WITH A NEW EMPLOYEE IN A BARGAINING UNIT**  
22 **REPRESENTED BY THE EXCLUSIVE REPRESENTATIVE WITHIN THE FIRST FULL PAY**  
23 **PERIOD OF THE NEW EMPLOYEE'S START DATE; OR**

24           **(II) ATTEND AND PARTICIPATE IN A NEW EMPLOYEE PROGRAM**  
25 **THAT INCLUDES ONE OR MORE EMPLOYEES WHO ARE IN A BARGAINING UNIT**  
26 **REPRESENTED BY THE EXCLUSIVE REPRESENTATIVE.**

27           **(2) THE NEW EMPLOYEE PROGRAM DESCRIBED IN PARAGRAPH (1)(II)**  
28 **OF THIS SUBSECTION MAY BE A NEW EMPLOYEE ORIENTATION, TRAINING, OR OTHER**  
29 **PROGRAM THAT THE PUBLIC EMPLOYER AND AN EXCLUSIVE REPRESENTATIVE**  
30 **NEGOTIATE IN ACCORDANCE WITH TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION**

1 **ARTICLE, TITLE 16, SUBTITLE 7 OF THE EDUCATION ARTICLE, OR TITLE 3 OF THE**  
2 **STATE PERSONNEL AND PENSIONS ARTICLE.**

3 **(3) EXCEPT AS PROVIDED IN PARAGRAPH (5) OF THIS SUBSECTION,**  
4 **THE EXCLUSIVE REPRESENTATIVE SHALL BE ALLOWED AT LEAST 30 MINUTES TO**  
5 **MEET WITH THE NEW EMPLOYEE OR TO COLLECTIVELY ADDRESS ALL NEW**  
6 **EMPLOYEES IN ATTENDANCE DURING A NEW EMPLOYEE PROGRAM.**

7 **(4) (I) EXCEPT AS PROVIDED IN SUBPARAGRAPH (II) OF THIS**  
8 **PARAGRAPH, A MEETING BETWEEN THE NEW EMPLOYEE AND THE EXCLUSIVE**  
9 **REPRESENTATIVE SHALL BE IN PERSON.**

10 **(II) AN EXCLUSIVE REPRESENTATIVE MAY CHOOSE TO MEET**  
11 **WITH A NEW EMPLOYEE BY VIDEO OR SIMILAR TECHNOLOGY IF PUBLIC HEALTH**  
12 **CONCERNS NECESSITATE THAT A MEETING BE CONDUCTED REMOTELY.**

13 **(5) A PUBLIC EMPLOYER AND AN EXCLUSIVE REPRESENTATIVE MAY**  
14 **NEGOTIATE A PERIOD OF TIME THAT IS MORE THAN 30 MINUTES IN ACCORDANCE**  
15 **WITH TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION ARTICLE, TITLE 16, SUBTITLE**  
16 **7 OF THE EDUCATION ARTICLE, OR TITLE 3 OF THE STATE PERSONNEL AND**  
17 **PENSIONS ARTICLE.**

18 **(6) A PUBLIC EMPLOYER:**

19 **(I) SHALL ENCOURAGE AN EMPLOYEE TO MEET WITH THE**  
20 **EXCLUSIVE REPRESENTATIVE OR ATTEND THE PORTION OF A NEW EMPLOYEE**  
21 **PROGRAM DESIGNATED FOR AN EXCLUSIVE REPRESENTATIVE TO ADDRESS NEW**  
22 **EMPLOYEES; AND**

23 **(II) MAY NOT REQUIRE AN EMPLOYEE TO MEET WITH AN**  
24 **EXCLUSIVE REPRESENTATIVE OR ATTEND THE PORTION OF A NEW EMPLOYEE**  
25 **PROGRAM DESIGNATED FOR AN EXCLUSIVE REPRESENTATIVE TO ADDRESS NEW**  
26 **EMPLOYEES IF THE EMPLOYEE OBJECTS TO ATTENDING.**

27 **(C) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION**  
28 **AND SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, A PUBLIC EMPLOYER SHALL**  
29 **PROVIDE THE EXCLUSIVE REPRESENTATIVE AT LEAST 10 DAYS' NOTICE OF THE**  
30 **START DATE OF A NEW EMPLOYEE IN A BARGAINING UNIT REPRESENTED BY THE**  
31 **EXCLUSIVE REPRESENTATIVE.**

32 **(2) A PUBLIC EMPLOYER MAY PROVIDE THE EXCLUSIVE**  
33 **REPRESENTATIVE WITH LESS THAN 10 DAYS' NOTICE IF THERE IS AN URGENT NEED**  
34 **CRITICAL TO THE EMPLOYER THAT WAS NOT REASONABLY FORESEEABLE.**

1           **(3) THE NOTICE REQUIRED UNDER PARAGRAPH (1) OF THIS**  
2 **SUBSECTION SHALL:**

3                   **(I) BE PROVIDED ELECTRONICALLY TO THE LOCAL PRESIDENT**  
4 **OR EXCLUSIVE REPRESENTATIVE DESIGNEE WITHIN 5 DAYS OF THE EMPLOYEE'S**  
5 **FIRST CHECK-IN;**

6                   **(II) EXCEPT AS PROVIDED IN ITEM (III) OF THIS PARAGRAPH,**  
7 **INCLUDE THE NEW EMPLOYEE'S NAME, UNIT, AND ALL EMPLOYEE IDENTIFICATION**  
8 **NUMBERS, INCLUDING WORKDAY NUMBERS;**

9                   **(III) EXCLUDE THE NEW EMPLOYEE'S SOCIAL SECURITY**  
10 **NUMBER; AND**

11                   **(IV) BE CONSIDERED CONFIDENTIAL BY AN EXCLUSIVE**  
12 **REPRESENTATIVE.**

13           **(4) (I) EXCEPT AS PROVIDED IN SUBPARAGRAPH (II) OF THIS**  
14 **PARAGRAPH, AN EXCLUSIVE REPRESENTATIVE MAY NOT DISCLOSE THE**  
15 **INFORMATION IN A NOTICE.**

16                   **(II) THE EXECUTIVE REPRESENTATIVE MAY AUTHORIZE A**  
17 **THIRD-PARTY CONTRACTOR TO USE THE INFORMATION IN A NOTICE, AS DIRECTED**  
18 **BY THE EXCLUSIVE REPRESENTATIVE, TO FULFILL THE EXCLUSIVE**  
19 **REPRESENTATIVE'S STATUTORY DUTIES.**

20 **21-208.**

21           **AN EMPLOYEE ORGANIZATION CERTIFIED AS THE EXCLUSIVE**  
22 **REPRESENTATIVE SHALL:**

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

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

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

1 **21-209.**

2 (A) AN EMPLOYEE ORGANIZATION IS ENTITLED TO MEMBERSHIP DUES  
3 DEDUCTION, ON PRESENTATION BY THE EMPLOYEE ORGANIZATION OF:

4 (1) DUES DEDUCTION AUTHORIZATION CARDS;

5 (2) ELECTRONIC MEMBERSHIP APPLICATION; OR

6 (3) OTHER METHOD BY WHICH AN EMPLOYEE HAS MANIFESTED  
7 ASSENT FOR MEMBERSHIP DUES DEDUCTION.

8 (B) (1) A PUBLIC EMPLOYER SHALL COMMENCE MAKING DUES  
9 DEDUCTIONS AS SOON AS PRACTICABLE, BUT NOT LATER THAN 30 DAYS AFTER  
10 RECEIVING THE PROOF PRESENTED UNDER SUBSECTION (A) OF THIS SECTION.

11 (2) A PUBLIC EMPLOYER SHALL TRANSMIT MEMBERSHIP DUES TO  
12 THE EMPLOYEE ORGANIZATION WITHIN 30 DAYS AFTER THE DEDUCTIONS ARE  
13 MADE.

14 (3) A PUBLIC EMPLOYER SHALL ACCEPT AN AUTHORIZATION TO  
15 DEDUCT FROM THE SALARY OF A PUBLIC EMPLOYEE AN AMOUNT FOR THE PAYMENT  
16 OF DUES IN ANY FORMAT AUTHORIZED UNDER § 21-106 OF THE COMMERCIAL LAW  
17 ARTICLE.

18 (C) THIS SECTION MAY NOT BE CONSTRUED TO REQUIRE AN EMPLOYEE TO  
19 BECOME A MEMBER OF AN EMPLOYEE ORGANIZATION.

20 (D) (1) THE RIGHT OF AN EMPLOYEE ORGANIZATION TO MEMBERSHIP  
21 DUES DEDUCTION SHALL REMAIN IN FULL FORCE AND EFFECT UNTIL:

22 (I) AN EMPLOYEE REVOKES MEMBERSHIP IN ACCORDANCE  
23 WITH A COLLECTIVE BARGAINING AGREEMENT OR THE MEMBERSHIP APPLICATION;

24 (II) THE EMPLOYEE CANCELS MEMBERSHIP DUES DEDUCTION  
25 UNDER § 2-403 OF THE STATE PERSONNEL AND PENSIONS ARTICLE; OR

26 (III) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE  
27 EMPLOYEE IS NO LONGER EMPLOYED BY THE PUBLIC EMPLOYER.

28 (2) IF WITHIN A PERIOD OF 1 YEAR, THE EMPLOYEE IS EMPLOYED BY  
29 THE SAME PUBLIC EMPLOYER IN A POSITION REPRESENTED BY THE SAME

1 EXCLUSIVE REPRESENTATIVE, THE RIGHT TO MEMBERSHIP DUES DEDUCTION  
2 SHALL BE AUTOMATICALLY REINSTATED.

3 (E) IF THE EMPLOYEE WHO HAS CONSENTED TO DUES DEDUCTION IS  
4 EITHER REMOVED FROM A PUBLIC EMPLOYER'S PAYROLL OR OTHERWISE PLACED  
5 ON AN INVOLUNTARY OR VOLUNTARY LEAVE OF ABSENCE, WHETHER PAID OR  
6 UNPAID, THE PUBLIC EMPLOYEE'S MEMBERSHIP DUES DEDUCTION AUTHORIZATION  
7 SHALL:

8 (1) REMAIN EFFECTIVE; AND

9 (2) BE CONTINUED ON THE PUBLIC EMPLOYEE'S RETURN TO THE  
10 PAYROLL OR RESTORATION TO ACTIVE EMPLOYMENT FROM A LEAVE OF ABSENCE.

11 (F) IF AN AUTHORIZATION FOR A PUBLIC EMPLOYER TO MAKE  
12 MEMBERSHIP DUES DEDUCTION WAS IN EFFECT ON JUNE 30, 2023:

13 (1) THE RIGHT OF THE EMPLOYEE ORGANIZATION TO MEMBERSHIP  
14 DUES DEDUCTION SHALL CONTINUE UNLESS THE RIGHT IS TERMINATED UNDER  
15 SUBSECTION (D) OF THIS SECTION; AND

16 (2) THE EMPLOYEE ORGANIZATION MAY NOT BE REQUIRED TO  
17 PRESENT NEW AUTHORIZATION UNDER SUBSECTION (A) OF THIS SECTION.

18 21-210.

19 (A) A PUBLIC EMPLOYER OR ITS OFFICERS, OR AN AGENT OF THE PUBLIC  
20 EMPLOYER, MAY NOT SPEND PUBLIC MONEY, USE PUBLIC RESOURCES, OR PROVIDE  
21 ASSISTANCE TO AN INDIVIDUAL OR GROUP FOR A NEGATIVE CAMPAIGN AGAINST  
22 EFFORTS BY EMPLOYEES OF A PUBLIC EMPLOYER OR AN EMPLOYEE ORGANIZATION  
23 TO:

24 (1) GAIN OR RETAIN COLLECTIVE BARGAINING RIGHTS; OR

25 (2) CERTIFY AN EMPLOYEE ORGANIZATION AS AN EXCLUSIVE  
26 REPRESENTATIVE.

27 (B) (1) WITHIN 7 DAYS AFTER A VALID ELECTION HAS BEEN SCHEDULED  
28 UNDER SUBTITLE 4 OF THIS TITLE, THE PUBLIC EMPLOYER SHALL ALLOW PUBLIC  
29 EMPLOYEES AND EMPLOYEE ORGANIZATIONS TO ACCESS THE EMPLOYER'S  
30 PROPERTY AND FACILITIES, INCLUDING GROUNDS, ROOMS, BULLETIN BOARDS,  
31 INTEROFFICE MAIL, AND OTHER COMMON AREAS FOR CAMPAIGN ACTIVITIES FOR  
32 THE ELECTION.

1           **(2) THE PUBLIC EMPLOYER MAY NOT:**

2                   **(I) LIMIT THE AMOUNT OF TIME A PUBLIC EMPLOYEE HAS**  
3 **ACCESS TO THE PUBLIC EMPLOYER'S PROPERTY AND FACILITIES DURING AN**  
4 **ELECTION UNDER THIS SECTION; OR**

5                   **(II) ALTER OR REVISE EXISTING RULES OR REGULATIONS TO**  
6 **UNFAIRLY LIMIT OR PROHIBIT PUBLIC EMPLOYEES OR EMPLOYEE ORGANIZATIONS**  
7 **FROM EXERCISING THEIR RIGHTS UNDER THIS TITLE.**

8           **(3) THIS SUBSECTION MAY NOT BE CONSTRUED TO ALLOW CAMPAIGN**  
9 **ACTIVITIES TO INTERFERE WITH A PUBLIC EMPLOYER'S OPERATIONS.**

10                   **SUBTITLE 3. PUBLIC EMPLOYEE RELATIONS BOARD.**

11 **21-301.**

12           **THERE IS A PUBLIC EMPLOYEE RELATIONS BOARD ESTABLISHED AS AN**  
13 **INDEPENDENT UNIT OF STATE GOVERNMENT.**

14 **21-302.**

15           **(A) THE BOARD CONSISTS OF THE FOLLOWING FIVE MEMBERS:**

16                   **(1) A CHAIR APPOINTED BY THE GOVERNOR WITH THE ADVICE AND**  
17 **CONSENT OF THE SENATE, REPRESENTING THE PUBLIC;**

18                   **(2) TWO MEMBERS CHOSEN FROM A LIST OF CANDIDATES SUBMITTED**  
19 **BY EACH EXCLUSIVE REPRESENTATIVE, APPOINTED BY THE GOVERNOR WITH DUE**  
20 **REGARD FOR ANY CANDIDATES WHO HAVE MAJORITY OR PLURALITY SUPPORT**  
21 **FROM EXCLUSIVE REPRESENTATIVES, WITH THE ADVICE AND CONSENT OF THE**  
22 **SENATE; AND**

23                   **(3) TWO MEMBERS CHOSEN FROM A LIST OF CANDIDATES SUBMITTED**  
24 **BY PUBLIC EMPLOYERS, APPOINTED BY THE GOVERNOR WITH THE ADVICE AND**  
25 **CONSENT OF THE SENATE.**

26           **(B) EACH MEMBER OF THE BOARD:**

27                   **(1) MUST HAVE KNOWLEDGE OF AND EXPERIENCE WITH LABOR LAW,**  
28 **LABOR MEDIATION, OR LABOR NEGOTIATIONS;**

1           **(2) MAY NOT BE OFFICERS OR EMPLOYEES OF A PUBLIC EMPLOYER,**  
2 **OR OF AN EMPLOYEE ORGANIZATION; AND**

3           **(3) MUST BE KNOWN FOR OBJECTIVE AND INDEPENDENT JUDGMENT.**

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

6           **(D) (1) THE TERM OF A MEMBER IS 6 YEARS.**

7           **(2) THE TERMS OF MEMBERS ARE STAGGERED AS REQUIRED BY THE**  
8 **TERMS PROVIDED FOR MEMBERS OF THE BOARD ON JULY 1, 2023.**

9           **(3) A VACANCY SHALL BE FILLED FOR AN UNEXPIRED TERM IN THE**  
10 **SAME MANNER AS AN ORIGINAL APPOINTMENT.**

11           **(4) AT THE END OF A TERM, A MEMBER CONTINUES TO SERVE UNTIL**  
12 **A SUCCESSOR IS APPOINTED AND QUALIFIES.**

13           **(5) A MEMBER WHO IS APPOINTED AFTER A TERM HAS BEGUN SERVES**  
14 **ONLY FOR THE REST OF THE TERM AND UNTIL A SUCCESSOR IS APPOINTED AND**  
15 **QUALIFIES.**

16           **(E) THE GOVERNOR MAY REMOVE A MEMBER ONLY FOR INCOMPETENCE OR**  
17 **MISCONDUCT.**

18           **(F) IN MAKING APPOINTMENTS TO THE BOARD, THE GOVERNOR SHALL**  
19 **ENSURE, TO THE EXTENT PRACTICABLE, THAT THE RATIO OF MALE TO FEMALE**  
20 **MEMBERS AND THE RACIAL MAKEUP OF THE BOARD IS REFLECTIVE OF THE**  
21 **GENERAL POPULATION OF THE STATE.**

22 **21-303.**

23           **(A) (1) A MAJORITY OF THE VOTING MEMBERS SHALL CONSTITUTE A**  
24 **QUORUM FOR:**

25                   **(I) THE TRANSACTION OF ANY BUSINESS; OR**

26                   **(II) THE EXERCISE OF ANY POWER OR THE PERFORMANCE OF**  
27 **ANY DUTY AUTHORIZED OR IMPOSED BY LAW.**

28           **(2) FORMAL ACTION MAY NOT BE TAKEN BY THE BOARD WITHOUT**  
29 **THE APPROVAL OF A MAJORITY OF THE VOTING MEMBERS OF THE BOARD.**

1           **(B) THE BOARD SHALL SET THE TIMES AND PLACES OF ITS MEETINGS, BUT**  
2 **SHALL MEET AT LEAST ONCE PER MONTH.**

3           **(C) (1) AN APPOINTED MEMBER OF THE BOARD IS ENTITLED TO:**

4                           **(I) THE COMPENSATION PROVIDED IN THE STATE BUDGET;**  
5 **AND**

6                           **(II) REIMBURSEMENT FOR EXPENSES UNDER THE STANDARD**  
7 **STATE TRAVEL REGULATIONS AS PROVIDED IN THE STATE BUDGET.**

8                           **(2) THE CHAIR OF THE BOARD SHALL GIVE FULL TIME TO THE DUTIES**  
9 **OF CHAIR AND IS ENTITLED TO A SALARY AS PROVIDED IN THE STATE BUDGET.**

10 **21-304.**

11           **(A) (1) THE BOARD SHALL APPOINT AN EXECUTIVE DIRECTOR OF THE**  
12 **BOARD.**

13                           **(2) THE EXECUTIVE DIRECTOR:**

14                           **(I) IS RESPONSIBLE TO AND SERVES AT THE PLEASURE OF THE**  
15 **BOARD;**

16                           **(II) MUST HAVE KNOWLEDGE OF AND EXPERIENCE WITH LABOR**  
17 **ISSUES; AND**

18                           **(III) IS ENTITLED TO THE SALARY PROVIDED IN THE STATE**  
19 **BUDGET.**

20           **(B) THE EXECUTIVE DIRECTOR SHALL PERFORM THE DUTIES THAT THE**  
21 **BOARD ASSIGNS, INCLUDING:**

22                           **(1) OPERATING THE OFFICE OF THE BOARD; AND**

23                           **(2) KEEPING THE OFFICIAL RECORDS OF THE BOARD.**

24           **(C) THE EXECUTIVE DIRECTOR MAY HIRE ANY STAFF NECESSARY TO**  
25 **CARRY OUT THE PROVISIONS OF THIS TITLE.**

26 **21-305.**



1           **(A) THE BOARD SHALL APPOINT:**

2                   **(1) A DEPUTY DIRECTOR FOR EXECUTIVE BRANCH LABOR**  
3 **RELATIONS;**

4                   **(2) A DEPUTY DIRECTOR FOR PUBLIC SCHOOL LABOR RELATIONS;**  
5 **AND**

6                   **(3) A DEPUTY DIRECTOR FOR PUBLIC HIGHER EDUCATION LABOR**  
7 **RELATIONS.**

8           **(B) THE DEPUTY DIRECTORS:**

9                   **(1) ARE RESPONSIBLE TO AND SERVE AT THE PLEASURE OF THE**  
10 **BOARD;**

11                   **(2) MUST HAVE KNOWLEDGE OF AND EXPERIENCE WITH LABOR**  
12 **ISSUES AND THE SUBJECT MATTER AREA ASSOCIATED WITH THEIR POSITIONS; AND**

13                   **(3) ARE ENTITLED TO THE SALARY PROVIDED IN THE STATE BUDGET.**

14 **21-306.**

15           **(A) THE BOARD IS RESPONSIBLE FOR ADMINISTERING AND ENFORCING**  
16 **PROVISIONS OF:**

17                   **(1) THIS TITLE;**

18                   **(2) TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION ARTICLE;**

19                   **(3) TITLE 16, SUBTITLE 7 OF THE EDUCATION ARTICLE; AND**

20                   **(4) TITLE 3 OF THE STATE PERSONNEL AND PENSIONS ARTICLE.**

21           **(B) IN ADDITION TO ANY OTHER POWERS OR DUTIES PROVIDED FOR**  
22 **ELSEWHERE IN THIS TITLE, TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION ARTICLE,**  
23 **TITLE 16, SUBTITLE 7 OF THE EDUCATION ARTICLE, AND TITLE 3 OF THE STATE**  
24 **PERSONNEL AND PENSIONS ARTICLE, THE BOARD MAY:**

25                   **(1) ESTABLISH PROCEDURES FOR, SUPERVISE THE CONDUCT OF, AND**  
26 **RESOLVE DISPUTES ABOUT ELECTIONS FOR EXCLUSIVE REPRESENTATIVES;**

1           **(2) ESTABLISH PROCEDURES FOR AND RESOLVE DISPUTES ABOUT**  
2 **PETITIONS FOR BARGAINING UNIT CLARIFICATION;**

3           **(3) ESTABLISH PROCEDURES FOR AND RESOLVE DISPUTES ABOUT**  
4 **PETITIONS AND ELECTIONS FOR DECERTIFICATION OF AN EXCLUSIVE**  
5 **REPRESENTATIVE;**

6           **(4) INVESTIGATE AND TAKE APPROPRIATE ACTION IN RESPONSE TO**  
7 **COMPLAINTS OF UNFAIR LABOR PRACTICES, INCLUDING STRIKES AND LOCKOUTS;**

8           **(5) ESTABLISH PROCEDURES FOR AND RESOLVE DISPUTES ABOUT**  
9 **THE NEGOTIABILITY OF BARGAINING SUBJECTS;**

10           **(6) ON APPLICATION BY AN EXCLUSIVE REPRESENTATIVE OR PUBLIC**  
11 **EMPLOYER, DETERMINE THAT THE APPLICANT SHALL BE DESIGNATED AS A JOINT**  
12 **PUBLIC EMPLOYER OF PUBLIC EMPLOYEES IN AN EMPLOYER-EMPLOYEE**  
13 **BARGAINING UNIT DETERMINED IN ACCORDANCE WITH SUBTITLE 4 OF THIS TITLE**  
14 **WHEN SUCH DETERMINATION WOULD BEST EFFECTUATE THE PURPOSES OF THIS**  
15 **SUBTITLE; AND**

16           **(7) RESOLVE MATTERS AS PROVIDED IN §§ 6-408, 6-510, AND 16-711**  
17 **OF THE EDUCATION ARTICLE.**

18           **(C) THE BOARD SHALL HAVE BROAD DISCRETION TO TAKE AND ORDER**  
19 **REMEDIAL ACTIONS WHEN IT FINDS THAT A PARTY HAS COMMITTED AN UNFAIR**  
20 **LABOR PRACTICE, INCLUDING THE RESTORATION OF ANY RIGHT, PAY, STATUS, OR**  
21 **BENEFIT LOST BY A PUBLIC EMPLOYEE OR GROUP OF PUBLIC EMPLOYEES, DUE TO**  
22 **VIOLATIONS OF THIS TITLE.**

23           **(D) TO ENFORCE THE PROVISIONS OF THIS SUBTITLE, THE BOARD MAY:**

24           **(1) ISSUE SUBPOENAS; AND**

25           **(2) ADMINISTER OATHS AND AFFIRMATIONS, EXAMINE WITNESSES,**  
26 **AND RECEIVE EVIDENCE.**

27           **(E) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION,**  
28 **THE BOARD SHALL ADOPT AND ENFORCE REGULATIONS, GUIDELINES, AND**  
29 **POLICIES TO CARRY OUT THIS TITLE.**

30           **(2) THE BOARD MAY NOT ADOPT ANY REGULATION, GUIDELINE, OR**  
31 **POLICY THAT:**

1           **(I) UNNECESSARILY DELAYS THE RESOLUTION OF DISPUTES**  
2 **OVER ELECTIONS, UNFAIR LABOR PRACTICES, OR ANY OTHER MATTER UNDER THIS**  
3 **TITLE; OR**

4           **(II) RESTRICTS OR WEAKENS THE PROTECTIONS PROVIDED TO**  
5 **PUBLIC EMPLOYEES AND EMPLOYEE ORGANIZATIONS UNDER THIS TITLE OR UNDER**  
6 **REGULATIONS.**

7 **21-307.**

8           **(A) (1) IF A PARTY HAS BEEN CHARGED WITH ENGAGING IN OR HAS**  
9 **ENGAGED IN AN UNFAIR LABOR PRACTICE, THE APPROPRIATE DEPUTY DIRECTOR**  
10 **SHALL INVESTIGATE THE CHARGE.**

11           **(2) IF THE BOARD, THROUGH THE DEPUTY DIRECTOR'S**  
12 **INVESTIGATION, FINDS THAT PROBABLE CAUSE EXISTS TO SUPPORT THE CHARGE**  
13 **OF AN UNFAIR LABOR PRACTICE, THE BOARD SHALL:**

14           **(I) ISSUE A COMPLAINT AGAINST THE PARTY STATING THE**  
15 **CHARGES; AND**

16           **(II) NOT LESS THAN 15 DAYS AFTER ISSUING THE COMPLAINT,**  
17 **ISSUE A NOTICE OF A HEARING BEFORE THE BOARD OR THE OFFICE OF**  
18 **ADMINISTRATIVE HEARINGS.**

19           **(B) THE BOARD MAY NOT ISSUE A COMPLAINT UNDER SUBSECTION (A)(2)(I)**  
20 **OF THIS SECTION IF THE UNFAIR LABOR PRACTICE OCCURRED MORE THAN 6**  
21 **MONTHS BEFORE THE FILING OF THE CHARGE.**

22           **(C) (1) THE DEPUTY DIRECTORS SHALL ENDEAVOR AT ALL TIMES TO**  
23 **SEEK INFORMAL RESOLUTION OF CHARGES OR COMPLAINTS.**

24           **(2) THE BOARD AND THE APPROPRIATE DEPUTY DIRECTOR SHALL**  
25 **MAKE ALL PRACTICAL AND REASONABLE EFFORTS TO RESOLVE CHARGES AND**  
26 **COMPLAINTS OF UNFAIR LABOR PRACTICES IN A SWIFT MANNER.**

27           **(D) FOR THE PURPOSES OF EXAMINATION AND THE RIGHT TO COPY, THE**  
28 **BOARD AND THE DEPUTY DIRECTORS SHALL AT ALL REASONABLE TIMES HAVE**  
29 **ACCESS TO EVIDENCE OF A PERSON BEING INVESTIGATED OR PROCEEDED AGAINST**  
30 **THAT RELATES TO A MATTER UNDER INVESTIGATION OR IN QUESTION UNDER THIS**  
31 **SECTION.**

1           **(E) (1) IF THERE IS A CHARGE OF AN UNFAIR LABOR PRACTICE**  
2 **RESULTING FROM A PARTY'S CONDUCT IN COLLECTIVE BARGAINING AND THAT IS**  
3 **ALLEGED TO HAVE AN EFFECT ON THE COURSE OF COLLECTIVE BARGAINING:**

4                   **(I) THE APPROPRIATE DEPUTY DIRECTOR SHALL DETERMINE**  
5 **WHETHER THERE IS PROBABLE CAUSE FOR THE BOARD TO ISSUE A COMPLAINT; AND**

6                   **(II) IF THE DEPUTY DIRECTOR DETERMINES THERE IS**  
7 **PROBABLE CAUSE, THE BOARD SHALL ISSUE A COMPLAINT WITHIN 30 DAYS AFTER**  
8 **THE FILING OF THE CHARGE.**

9                   **(III) IF A COMPLAINT IS ISSUED, THE BOARD SHALL RESOLVE**  
10 **THE COMPLAINT AND ISSUE A FINAL DECISION WITHIN 90 DAYS AFTER THE FILING**  
11 **OF THE CHARGE.**

12           **(2) THE BOARD MAY ACCELERATE THE TIME TO RESOLVE CHARGES**  
13 **AND COMPLAINTS IN EXIGENT CIRCUMSTANCES UNDER REGULATIONS ADOPTED BY**  
14 **THE BOARD.**

15           **(F) (1) THE APPROPRIATE DEPUTY DIRECTOR SHALL PROSECUTE ANY**  
16 **CHARGE FOR WHICH THE BOARD HAS ISSUED A COMPLAINT IN A HEARING BEFORE**  
17 **THE BOARD OR THE OFFICE OF ADMINISTRATIVE HEARINGS.**

18                   **(2) THE CHARGING PARTY HAS THE RIGHT TO PARTICIPATE IN ANY**  
19 **HEARING BEFORE THE BOARD OR THE OFFICE OF ADMINISTRATIVE HEARINGS.**

20           **(G) THE BOARD SHALL ACCEPT DOCUMENTS FILED BY E-MAIL.**

21 **21-308.**

22           **(A) IF A PERSON FAILS TO COMPLY WITH AN ORDER ISSUED BY THE BOARD,**  
23 **A MEMBER OF THE BOARD MAY PETITION THE CIRCUIT COURT TO ORDER THE**  
24 **PERSON TO COMPLY WITH THE BOARD'S ORDER.**

25           **(B) THE BOARD MAY NOT BE REQUIRED TO POST BOND IN AN ACTION**  
26 **UNDER SUBSECTION (A) OF THIS SECTION.**

27 **21-309.**

28           **(A) THE BOARD IS NOT BOUND BY ANY PRIOR REGULATION, ORDER,**  
29 **ACTION, OPINION, OR DECISION OF THE STATE LABOR RELATIONS BOARD, THE**  
30 **PUBLIC SCHOOL LABOR RELATIONS BOARD, OR THE STATE HIGHER EDUCATION**

1 LABOR RELATIONS BOARD, EXCEPT FOR DECISIONS REGARDING UNIT  
2 COMPOSITION UNDER § 21-401(C) OF THIS TITLE.

3 (B) A PRIOR ORDER, ACTION, OPINION, OR DECISION OF A LABOR BOARD  
4 LISTED UNDER SUBSECTION (A) OF THIS SECTION OR ANY OTHER BODY MAY BE  
5 CONSIDERED FOR ITS PERSUASIVE VALUE.

6 (C) THE BOARD SHALL BE BOUND BY JUDICIAL ORDERS REGARDING THE  
7 SCOPE OF BARGAINING UNDER TITLE 6, SUBTITLES 4 AND 5 OF THE EDUCATION  
8 ARTICLE.

9 SUBTITLE 4. ELECTIONS AND CERTIFICATION OF EXCLUSIVE REPRESENTATIVES.  
10 21-401.

11 (A) EXCEPT AS OTHERWISE PROVIDED IN THIS SUBTITLE, THE BOARD  
12 SHALL CONDUCT AN ELECTION FOR AN EXCLUSIVE REPRESENTATIVE OF A  
13 BARGAINING UNIT IF:

14 (1) A VALID PETITION IS FILED IN ACCORDANCE WITH § 21-402 OF  
15 THIS SUBTITLE; AND

16 (2) THE BARGAINING UNIT INVOLVED IN THE PETITION IS  
17 DETERMINED TO BE AN APPROPRIATE BARGAINING UNIT UNDER § 21-403 OF THIS  
18 SUBTITLE.

19 (B) THE BOARD MAY NOT CONDUCT AN ELECTION FOR AN EXCLUSIVE  
20 REPRESENTATIVE OF A BARGAINING UNIT IF THE BOARD HAS CONDUCTED AN  
21 ELECTION OR CERTIFIED AN EXCLUSIVE REPRESENTATIVE FOR THAT BARGAINING  
22 UNIT WITHIN THE IMMEDIATELY PRECEDING 12 MONTHS.

23 (C) (1) AN EXCLUSIVE REPRESENTATIVE OR A BARGAINING UNIT IN  
24 EXISTENCE ON JUNE 30, 2023:

25 (I) SHALL CONTINUE WITHOUT THE REQUIREMENT OF AN  
26 ELECTION AND CERTIFICATION UNTIL A QUESTION CONCERNING REPRESENTATION  
27 IS RAISED UNDER THIS TITLE; OR

28 (II) UNTIL THE BOARD FINDS THE UNIT NOT TO BE  
29 APPROPRIATE AFTER CHALLENGE BY THE PUBLIC EMPLOYER, A MEMBER OF THE  
30 UNIT, OR AN EMPLOYEE ORGANIZATION.

1           **(2) (I) THE APPROPRIATENESS OF THE UNIT MAY NOT BE**  
2 **CHALLENGED UNTIL THE EXPIRATION OF ANY COLLECTIVE BARGAINING**  
3 **AGREEMENT IN EFFECT ON JUNE 30, 2023.**

4           **(II) THE BOARD MAY NOT MODIFY ANY BARGAINING UNIT**  
5 **DETERMINED UNDER EXISTING LAW.**

6 **21-402.**

7           **(A) A PETITION FOR THE ELECTION OF AN EXCLUSIVE REPRESENTATIVE OF**  
8 **A BARGAINING UNIT MAY BE FILED WITH THE BOARD BY:**

9           **(1) AN EMPLOYEE ORGANIZATION SEEKING CERTIFICATION AS AN**  
10 **EXCLUSIVE REPRESENTATIVE; OR**

11           **(2) AN EMPLOYEE, A GROUP OF EMPLOYEES, OR AN EMPLOYEE**  
12 **ORGANIZATION SEEKING A NEW ELECTION TO DETERMINE AN EXCLUSIVE**  
13 **REPRESENTATIVE.**

14           **(B) A PETITION SHALL:**

15           **(1) CONTAIN THE INFORMATION THE BOARD REQUIRES; AND**

16           **(2) BE ACCOMPANIED BY A SHOWING OF INTEREST FORMS FROM 30%**  
17 **OF THE EMPLOYEES IN THE APPROPRIATE UNIT INDICATING THEIR DESIRE TO BE**  
18 **EXCLUSIVELY REPRESENTED BY THE EXCLUSIVE REPRESENTATIVE NAMED IN THE**  
19 **PETITION FOR THE PURPOSE OF COLLECTIVE BARGAINING.**

20           **(C) IF THE BOARD DETERMINES THAT A REQUIRED SHOWING OF INTEREST**  
21 **IS NOT ADEQUATE, THE BOARD:**

22           **(1) SHALL ALLOW AT A MINIMUM AN ADDITIONAL 30 DAYS FOR THE**  
23 **PETITIONER TO SUBMIT ADDITIONAL SHOWING OF INTEREST FORMS AFTER THE**  
24 **PETITIONER IS NOTIFIED OF THE DETERMINATION; AND**

25           **(2) MAY, FOR GOOD CAUSE, PROVIDE ADDITIONAL TIME TO THE**  
26 **PETITIONER TO PROVIDE ADDITIONAL FORMS.**

27           **(D) IF A PETITION IS SUPPORTED BY MORE THAN 50% OF THE PUBLIC**  
28 **EMPLOYEES IN THE BARGAINING UNIT, THE PUBLIC EMPLOYER SHALL**  
29 **IMMEDIATELY RECOGNIZE THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE**  
30 **REPRESENTATIVE AND AFFORD TO THE EXCLUSIVE REPRESENTATIVE AND ITS**  
31 **MEMBERS ALL RIGHTS DUE UNDER THIS TITLE.**

1           **(E) (1) A PETITION FILED UNDER SUBSECTION (A) OF THIS SECTION**  
2 **SHALL INCLUDE SHOWING OF INTEREST FORMS PROVIDED TO THE BOARD FROM AN**  
3 **EMPLOYEE ORGANIZATION.**

4           **(2) THE BOARD SHALL ACCEPT A SHOWING OF INTEREST FORM**  
5 **WHETHER OR NOT THE SIGNATURES ON THE FORM ARE ELECTRONIC OR**  
6 **HANDWRITTEN.**

7           **(3) (I) FOR AN ELECTION THAT IS CONDUCTED TO DETERMINE**  
8 **WHETHER AN EXCLUSIVE REPRESENTATIVE SHOULD REPRESENT A UNIT, A**  
9 **SHOWING OF INTEREST FORM IS VALID IF THE SIGNATURES WERE COLLECTED**  
10 **WITHIN THE 18-MONTH PERIOD IMMEDIATELY PRECEDING THE DATE ON WHICH A**  
11 **PETITION FOR THE ELECTION IS FILED.**

12           **(II) FOR AN ELECTION THAT IS CONDUCTED TO DETERMINE**  
13 **WHETHER AN EXCLUSIVE REPRESENTATIVE SHOULD NO LONGER REPRESENT A**  
14 **UNIT, A SHOWING OF INTEREST FORM IS VALID IF THE SIGNATURES WERE**  
15 **COLLECTED WITHIN THE 90-DAY PERIOD IMMEDIATELY PRECEDING THE DATE ON**  
16 **WHICH THE PETITION FOR ELECTION IS FILED.**

17           **(4) A SHOWING OF INTEREST FORM MAY BE USED BY A PUBLIC**  
18 **EMPLOYEE FOR EACH PUBLIC EMPLOYER THAT EMPLOYS THE PUBLIC EMPLOYEE.**

19           **(F) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, A PUBLIC**  
20 **EMPLOYER SHALL PROVIDE TO THE BOARD AND THE EMPLOYEE ORGANIZATION AN**  
21 **ALPHABETICAL LIST OF PUBLIC EMPLOYEES IN EACH BARGAINING UNIT WITHIN 2**  
22 **DAYS AFTER A PETITION FOR AN ELECTION IS FILED.**

23           **(2) THE LIST REQUIRED TO BE PROVIDED UNDER PARAGRAPH (1) OF**  
24 **THIS SUBSECTION SHALL:**

25           **(I) INCLUDE FOR EACH PUBLIC EMPLOYEE ON THE PAYROLL**  
26 **FOR THE LAST PAY PERIOD BEFORE A PETITION FOR ELECTION IS FILED, THE**  
27 **PUBLIC EMPLOYEE'S:**

- 28                           1.    **NAME;**
- 29                           2.    **POSITION CLASSIFICATION;**
- 30                           3.    **HOME AND WORK SITE ADDRESSES WHERE THE**  
31 **EMPLOYEE RECEIVES INTEROFFICE OR UNITED STATES MAIL;**

1                   4.     HOME AND WORK SITE TELEPHONE NUMBERS;

2                   5.     PERSONAL CELL PHONE NUMBER; AND

3                   6.     WORK E-MAIL ADDRESS; AND

4                   (II)    IDENTIFY EACH PUBLIC EMPLOYEE THAT SHOULD BE  
5 EXCLUDED AS AN ELIGIBLE VOTER WITH A STATEMENT EXPLAINING THE REASON  
6 FOR THE EXCLUSION.

7                   (3)    A PUBLIC EMPLOYER MAY NOT CHALLENGE THE ELIGIBILITY OF  
8 A PUBLIC EMPLOYEE'S VOTE IN AN ELECTION IF THE EMPLOYER FAILS TO EXPLAIN  
9 AS REQUIRED UNDER PARAGRAPH (2) OF THIS SUBSECTION THE REASON FOR  
10 EXCLUDING A PUBLIC EMPLOYEE UNDER THIS SUBSECTION.

11                   (4)    ON APPLICATION BY A PUBLIC EMPLOYER OR AN EMPLOYEE  
12 ORGANIZATION, THE BOARD MAY DETERMINE THAT A PUBLIC EMPLOYER SHALL BE  
13 DESIGNATED AS A JOINT PUBLIC EMPLOYER OF A PUBLIC EMPLOYEE WITHIN A  
14 BARGAINING UNIT UNDER THIS SUBTITLE WHEN THE DESIGNATION WOULD BEST  
15 EFFECTUATE THE PURPOSES OF THIS TITLE.

16   21-403.

17                   (A)    (1)    EXCEPT AS OTHERWISE PROVIDED IN THIS TITLE, TITLE 6,  
18 SUBTITLE 4 OR 5 OF THE EDUCATION ARTICLE, TITLE 16, SUBTITLE 7 OF THE  
19 EDUCATION ARTICLE, OR TITLE 3 OF THE STATE PERSONNEL AND PENSIONS  
20 ARTICLE, THE BOARD SHALL DETERMINE THE APPROPRIATENESS OF EACH  
21 BARGAINING UNIT.

22                   (2)    IF THERE IS NO DISPUTE ABOUT THE APPROPRIATENESS OF THE  
23 ESTABLISHMENT OF THE BARGAINING UNIT, THE BOARD SHALL ISSUE AN ORDER  
24 DEFINING AN APPROPRIATE BARGAINING UNIT.

25                   (3)    IF THERE IS A DISPUTE ABOUT THE APPROPRIATENESS OF THE  
26 ESTABLISHMENT OF THE BARGAINING UNIT, THE BOARD SHALL:

27                   (I)    CONDUCT A HEARING; AND

28                   (II)   ISSUE AN ORDER DEFINING AN APPROPRIATE BARGAINING  
29 UNIT.



1           **(B) IF THE APPROPRIATE BARGAINING UNIT AS DETERMINED BY THE**  
2 **BOARD DIFFERS FROM THE BARGAINING UNIT DESCRIBED IN THE PETITION, THE**  
3 **BOARD MAY:**

4           **(1) DISMISS THE PETITION; OR**

5           **(2) DIRECT AN ELECTION IN THE APPROPRIATE BARGAINING UNIT IF**  
6 **AT LEAST 30% OF THE SIGNATURES INCLUDED IN THE PETITION ARE OF EMPLOYEES**  
7 **IN THE APPROPRIATE BARGAINING UNIT.**

8           **(C) A BARGAINING UNIT MAY CONSIST ONLY OF PUBLIC EMPLOYEES.**

9 **21-404.**

10           **EACH EMPLOYEE ORGANIZATION THAT SEEKS CERTIFICATION AS AN**  
11 **EXCLUSIVE REPRESENTATIVE SHALL FILE WITH THE BOARD:**

12           **(1) A COPY OF THE EMPLOYEE ORGANIZATION'S GOVERNING**  
13 **DOCUMENTS THAT:**

14           **(I) GIVE INDIVIDUAL MEMBERS THE RIGHT TO PARTICIPATE IN**  
15 **ACTIVITIES OF THE ORGANIZATION;**

16           **(II) REQUIRE PERIODIC ELECTIONS BY SECRET BALLOT THAT**  
17 **ARE CONDUCTED WITH RECOGNIZED SAFEGUARDS TO ENSURE THE EQUAL RIGHTS**  
18 **OF ALL MEMBERS TO NOMINATE, SEEK OFFICE, AND VOTE IN THE ELECTIONS; AND**

19           **(III) DIRECT FULL AND ACCURATE ACCOUNTING OF ALL INCOME**  
20 **AND EXPENSES USING STANDARD ACCOUNTING METHODS; AND**

21           **(2) A CERTIFICATION THAT THE EMPLOYEE ORGANIZATION ACCEPTS**  
22 **MEMBERS WITHOUT REGARD TO ANY CHARACTERISTIC LISTED IN § 21-201(D) OF**  
23 **THIS TITLE.**

24 **21-405.**

25           **(A) (1) WITHIN 5 DAYS AFTER DETERMINING THAT A VALID PETITION HAS**  
26 **BEEN SUBMITTED UNDER § 21-402 OF THIS SUBTITLE, THE BOARD SHALL NOTIFY**  
27 **INTERESTED EMPLOYEE ORGANIZATIONS OF THE PENDING ELECTION PETITION.**

28           **(2) WITHIN 10 DAYS AFTER DETERMINING THAT A VALID PETITION**  
29 **HAS BEEN SUBMITTED UNDER § 21-402 OF THIS SUBTITLE, THE PUBLIC EMPLOYER,**  
30 **AS APPROPRIATE, SHALL MAKE AVAILABLE TO ALL INTERESTED EMPLOYEE**

1 ORGANIZATIONS REASONABLE AND EQUIVALENT MEANS TO COMMUNICATE BY MAIL  
2 AND IN PERSON WITH EACH EMPLOYEE IN THE APPROPRIATE BARGAINING UNIT FOR  
3 THE PURPOSE OF SOLICITING THE EMPLOYEE'S VOTE IN AN ELECTION HELD UNDER  
4 THIS SECTION.

5 (B) AN ELECTION SHALL BE HELD IN A BARGAINING UNIT WITHIN 90 DAYS  
6 AFTER THE FILING OF A VALID PETITION FOR ELECTION IN THE BARGAINING UNIT  
7 IN ACCORDANCE WITH GUIDELINES ESTABLISHED BY THE BOARD.

8 (C) (1) (I) THE BOARD SHALL CONDUCT THE ELECTION:

9 1. BY SECRET BALLOT; AND

10 2. SUBJECT TO SUBPARAGRAPH (II) OF THIS  
11 PARAGRAPH, IN WHOLE OR IN PART BY IN-PERSON VOTING, MAIL, OR AN  
12 ELECTRONIC VOTING SYSTEM.

13 (II) THE BOARD MAY DESIGNATE THE TIME PERIOD FOR  
14 IN-PERSON VOTING UNDER SUBPARAGRAPH (III) OF THIS PARAGRAPH ONLY AFTER  
15 CONSULTING WITH THE PUBLIC EMPLOYER AND EMPLOYEE ORGANIZATIONS ON THE  
16 BALLOT.

17 (III) 1. THE BOARD SHALL ALLOW AT LEAST 10 DAYS OF  
18 VOTING FOR AN ELECTION CONDUCTED UNDER SUBPARAGRAPH (I) OF THIS  
19 PARAGRAPH, UNLESS AN EMPLOYEE ORGANIZATION ON THE BALLOT REQUESTS AN  
20 EXTENSION.

21 2. IF THE VOTING SYSTEM IS INOPERABLE, THE BOARD  
22 MAY EXTEND THE TIME PERIOD FOR VOTING.

23 (2) (I) AN EMPLOYEE ORGANIZATION ON A BALLOT MAY REQUEST  
24 A PREFERRED METHOD OF VOTING AT THE TIME A PETITION FOR ELECTION IS FILED  
25 WITH THE BOARD.

26 (II) EXCEPT AS PROVIDED IN SUBPARAGRAPH (III) OF THIS  
27 PARAGRAPH, THE BOARD SHALL DESIGNATE THE METHOD OF VOTING BASED ON  
28 THE REQUESTS OF THE EMPLOYEE ORGANIZATIONS ON THE BALLOT.

29 (III) IF THERE IS A DISPUTE BETWEEN TWO OR MORE EMPLOYEE  
30 ORGANIZATIONS ON THE BALLOT OVER THE METHOD OF VOTING, THE BOARD MAY  
31 DESIGNATE THE METHOD OF VOTING.

1           **(3) THE BOARD SHALL PLACE THE FOLLOWING CHOICES ON THE**  
2 **BALLOT:**

3                   **(I) THE NAME OF THE EXCLUSIVE REPRESENTATIVE, IF ANY;**

4                   **(II) THE NAME OF THE EMPLOYEE ORGANIZATION DESIGNATED**  
5 **IN THE PETITION FILED UNDER § 21-402 OF THIS SUBTITLE WITH RESPECT TO AN**  
6 **APPROPRIATE BARGAINING UNIT;**

7                   **(III) THE NAME OF EACH EMPLOYEE ORGANIZATION**  
8 **DESIGNATED IN A PETITION FILED WITH THE BOARD, WITHIN 15 DAYS OF NOTICE OF**  
9 **THE PENDING ELECTION PETITION, THAT INCLUDES THE SIGNATURES OF AT LEAST**  
10 **10% OF THE EMPLOYEES IN THE APPROPRIATE BARGAINING UNIT; AND**

11                   **(IV) A PROVISION FOR “NO EXCLUSIVE REPRESENTATIVE”.**

12           **(D) IF NONE OF THE CHOICES ON A BALLOT RECEIVES A MAJORITY OF THE**  
13 **VOTES CAST IN AN ELECTION, THE BOARD SHALL CONDUCT A RUNOFF ELECTION**  
14 **BETWEEN THE CHOICES THAT RECEIVED THE TWO HIGHEST NUMBER OF VOTES IN**  
15 **THE ELECTION.**

16 **21-406.**

17           **(A) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, THE**  
18 **BOARD SHALL CERTIFY AS EXCLUSIVE REPRESENTATIVE THE EMPLOYEE**  
19 **ORGANIZATION RECEIVING THE VOTES IN AN ELECTION FROM A MAJORITY OF THE**  
20 **EMPLOYEES VOTING IN THE ELECTION.**

21           **(B) AFTER NOTICE AND AN OPPORTUNITY FOR A HEARING, THE BOARD MAY**  
22 **DENY OR REVOKE CERTIFICATION AS EXCLUSIVE REPRESENTATIVE OF AN**  
23 **EMPLOYEE ORGANIZATION FOR WILLFUL FAILURE TO COMPLY WITH THIS TITLE.**

24           **(C) NOTWITHSTANDING ANY OTHER PROVISION OF THIS SUBTITLE, THE**  
25 **BOARD SHALL CERTIFY THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE**  
26 **REPRESENTATIVE WITHOUT AN ELECTION IF:**

27                   **(1) A PETITION FOR AN EXCLUSIVE REPRESENTATIVE HAS BEEN**  
28 **FILED FOR A BARGAINING UNIT;**

29                   **(2) THE BOARD FINDS THAT A MAJORITY OF THE EMPLOYEES IN THE**  
30 **BARGAINING UNIT HAVE SIGNED VALID AUTHORIZATIONS DESIGNATING THE**  
31 **EMPLOYEE ORGANIZATION AS THEIR EXCLUSIVE REPRESENTATIVE; AND**

1           **(3) NO OTHER EMPLOYEE ORGANIZATION IS CURRENTLY CERTIFIED**  
2 **OR RECOGNIZED AS THE EXCLUSIVE REPRESENTATIVE OF THE BARGAINING UNIT.**

3 **21-407.**

4           **NAMES OR LISTS OF EMPLOYEES PROVIDED TO THE BOARD IN CONNECTION**  
5 **WITH AN ELECTION UNDER THIS SUBTITLE ARE NOT SUBJECT TO DISCLOSURE IN**  
6 **ACCORDANCE WITH TITLE 4 OF THE GENERAL PROVISIONS ARTICLE.**

7                           **SUBTITLE 5. COLLECTIVE BARGAINING.**

8 **21-501.**

9           **(A) REPRESENTATIVES OF PUBLIC EMPLOYERS AND EXCLUSIVE**  
10 **REPRESENTATIVES SHALL MEET AT REASONABLE TIMES AND ENGAGE IN**  
11 **COLLECTIVE BARGAINING IN GOOD FAITH AND TO CONCLUDE A WRITTEN**  
12 **MEMORANDUM OF UNDERSTANDING OR OTHER NEGOTIATED AGREEMENT IN**  
13 **ACCORDANCE WITH TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION ARTICLE, TITLE**  
14 **16, SUBTITLE 7 OF THE EDUCATION ARTICLE, OR TITLE 3 OF THE STATE**  
15 **PERSONNEL AND PENSIONS ARTICLE.**

16           **(B) EACH NEGOTIATED AGREEMENT BETWEEN A PUBLIC EMPLOYER AND**  
17 **AN EXCLUSIVE REPRESENTATIVE SHALL CONTAIN A PROCEDURE BY WHICH A**  
18 **DISPUTE REGARDING THE TERMS AND APPLICATIONS OF THE NEGOTIATED**  
19 **AGREEMENT MAY BE RESOLVED BY AN IMPARTIAL ARBITER IN A PROCEEDING**  
20 **WHICH BINDS BOTH THE PUBLIC EMPLOYER AND THE EMPLOYEE ORGANIZATION TO**  
21 **THE RESULT.**

22 **21-502.**

23           **(A) THIS SECTION APPLIES TO EMPLOYEE ORGANIZATIONS THAT**  
24 **REPRESENT PUBLIC EMPLOYEES ENTITLED TO USE THE GRIEVANCE AND APPEAL**  
25 **PROCEDURES ESTABLISHED UNDER:**

26                   **(1) TITLES 11 AND 12 OF THE STATE PERSONNEL AND PENSIONS**  
27 **ARTICLE;**

28                   **(2) TITLE 13, SUBTITLE 2 OF THE EDUCATION ARTICLE;**

29                   **(3) § 14-302, § 14-408, OR § 16-510 OF THE EDUCATION ARTICLE; OR**

30                   **(4) § 2-103.4(D) OF THE TRANSPORTATION ARTICLE.**

1 (B) IF MEMBERS OF AN EMPLOYEE ORGANIZATION ARE ENTITLED TO RAISE  
 2 GRIEVANCES OF PUBLIC EMPLOYER ACTIONS UNDER THE GRIEVANCE AND APPEAL  
 3 PROCEDURES ESTABLISHED UNDER A PROVISION OF LAW LISTED UNDER  
 4 SUBSECTION (A) OF THIS SECTION, THE GRIEVANCE AND APPEAL PROCEDURES  
 5 SHALL SERVE AS THE PROCEDURE FOR THE RESOLUTION OF DISPUTES REGARDING  
 6 THE TERMS AND APPLICATION OF MEMORANDA OF UNDERSTANDING, NEGOTIATED  
 7 AGREEMENTS, OR OTHER FINAL WRITTEN AGREEMENTS, TO WHICH EMPLOYEE  
 8 ORGANIZATIONS ARE A PARTY.

9 (C) AN EXCLUSIVE REPRESENTATIVE MAY GRIEVE ALLEGED VIOLATIONS  
 10 OF A MEMORANDUM OF UNDERSTANDING, NEGOTIATED AGREEMENT, OR OTHER  
 11 FINAL WRITTEN AGREEMENT, AS THE REAL PARTY IN INTEREST UNDER A  
 12 GRIEVANCE PROCEDURE ESTABLISHED UNDER A PROVISION OF LAW LISTED UNDER  
 13 SUBSECTION (A) OF THIS SECTION.

14 (D) THE OFFICE OF ADMINISTRATIVE HEARINGS SHALL HAVE  
 15 JURISDICTION TO RESOLVE ANY DISPUTE REGARDING A MEMORANDUM OF  
 16 UNDERSTANDING, NEGOTIATED AGREEMENT, OR OTHER FINAL WRITTEN  
 17 AGREEMENT, WHEN GRIEVED THROUGH A GRIEVANCE PROCEDURE CITED IN  
 18 SUBSECTION (A) OF THIS SECTION.

19 **SUBTITLE 6. SHORT TITLE.**

20 **21-601.**

21 **THIS TITLE MAY BE CITED AS THE MARYLAND PUBLIC EMPLOYEE RELATIONS**  
 22 **ACT.**

23 **Article – State Personnel and Pensions**

24 **3-101.**

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

26 (b) “Board” means[:

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

31 (2) with regard to any matter relating to employees of any State institution  
 32 of higher education described in § 3-102(a)(1)(v) of this subtitle, the State Higher Education  
 33 Labor Relations Board] **THE PUBLIC EMPLOYEE RELATIONS BOARD.**

1 (c) “Chancellor” has the meaning stated in § 12–101 of the Education Article.

2 (d) “Collective bargaining” means:

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

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

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

9 (ii) clarifying terms and conditions of employment;

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

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

14 (e) “Employee organization” [means a labor or other organization in which State  
15 employees participate and that has as one of its primary purposes representing employees]  
16 **HAS THE MEANING STATED IN § 21–101 OF THE STATE GOVERNMENT ARTICLE.**

17 (f) “Exclusive representative” [means an employee organization that has been  
18 certified by the Board as an exclusive representative under Subtitle 4 of this title] **HAS THE**  
19 **MEANING STATED IN § 21–101 OF THE STATE GOVERNMENT ARTICLE.**

20 (g) (1) “Faculty at the Maryland School for the Deaf” means employees who  
21 have been granted the following status by the Board of Trustees of the Maryland School for  
22 the Deaf:

23 (i) after–school program counselors;

24 (ii) American Sign Language specialists;

25 (iii) athletic trainers;

26 (iv) behavior specialists;

27 (v) clerical aides;

28 (vi) dorm counselors;

- 1 (vii) employment specialists;
- 2 (viii) instructional technology resource specialists;
- 3 (ix) librarians;
- 4 (x) literacy and reading specialists;
- 5 (xi) occupational therapists;
- 6 (xii) orientation and mobility specialists;
- 7 (xiii) physical therapists;
- 8 (xiv) school counselors;
- 9 (xv) school IEP coordinators;
- 10 (xvi) school nurses;
- 11 (xvii) school social workers;
- 12 (xviii) speech–language pathologists;
- 13 (xix) student support specialists;
- 14 (xx) teachers;
- 15 (xxi) teacher aides;
- 16 (xxii) transition coordinators; and
- 17 (xxiii) work–to–learn specialists.

18 (2) “Faculty at the Maryland School for the Deaf” does not include officers  
19 or supervisory employees at the Maryland School for the Deaf.

20 (h) “President” means:

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

23 (2) with regard to a center or institute, as those terms are defined in §  
24 12–101 of the Education Article, the president of the center or institute;

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

1 (4) with regard to Morgan State University, St. Mary's College of  
2 Maryland, and Baltimore City Community College, the president of the institution.

3 (i) "System institution" means:

4 (1) a constituent institution, as defined in § 12-101 of the Education  
5 Article;

6 (2) a center or institute, as those terms are defined in § 12-101 of the  
7 Education Article; and

8 (3) the University System of Maryland Office.

9 3-102.

10 **(C) EMPLOYEES, EMPLOYERS, AND EXCLUSIVE REPRESENTATIVES ARE**  
11 **SUBJECT TO THE PROVISIONS OF TITLE 21 OF THE STATE GOVERNMENT ARTICLE.**

12 **(D) (1) SUBJECT TO TITLE 21, SUBTITLE 4 OF THE STATE GOVERNMENT**  
13 **ARTICLE, A BARGAINING UNIT SHALL CONSIST ONLY OF EMPLOYEES DEFINED IN**  
14 **REGULATIONS ADOPTED BY THE SECRETARY AND NOT SPECIFICALLY EXCLUDED BY**  
15 **SUBSECTION (B) OF THIS SECTION.**

16 **(2) (I) EACH SYSTEM INSTITUTION, MORGAN STATE UNIVERSITY,**  
17 **ST. MARY'S COLLEGE OF MARYLAND, AND BALTIMORE CITY COMMUNITY COLLEGE**  
18 **SHALL HAVE SEPARATE BARGAINING UNITS.**

19 **(II) APPROPRIATE BARGAINING UNITS SHALL CONSIST OF:**

20 **1. ALL ELIGIBLE NONEXEMPT EMPLOYEES, AS**  
21 **DESCRIBED IN THE FEDERAL FAIR LABOR STANDARDS ACT, EXCEPT ELIGIBLE**  
22 **SWORN POLICE OFFICERS;**

23 **2. ALL ELIGIBLE EXEMPT EMPLOYEES, AS DESCRIBED IN**  
24 **THE FEDERAL FAIR LABOR STANDARDS ACT; AND**

25 **3. ALL ELIGIBLE SWORN POLICE OFFICERS.**

26 **(3) (I) EXCEPT AS PROVIDED IN SUBPARAGRAPH (II) OF THIS**  
27 **PARAGRAPH, THE SECRETARY OR THE SECRETARY'S DESIGNEE SHALL HAVE THE**  
28 **AUTHORITY TO ASSIGN CLASSIFICATION TITLES AND POSITIONS TO BARGAINING**  
29 **UNITS AS APPROPRIATE.**



1                   **(II) THE FOLLOWING INDIVIDUALS AND ENTITIES SHALL**  
2 **ASSIGN CLASSIFICATION TITLES AND POSITIONS TO BARGAINING UNITS AT THE**  
3 **FOLLOWING INSTITUTIONS:**

4                   **1. AT A SYSTEM INSTITUTION, THE PRESIDENT OF THE**  
5 **SYSTEM INSTITUTION; AND**

6                   **2. AT MORGAN STATE UNIVERSITY, ST. MARY'S**  
7 **COLLEGE OF MARYLAND, OR BALTIMORE CITY COMMUNITY COLLEGE, THE**  
8 **GOVERNING BOARD OF THE INSTITUTION.**

9                   **(4) NOTWITHSTANDING ANY OTHER PROVISION OF LAW:**

10                   **(I) MARYLAND TRANSPORTATION AUTHORITY POLICE**  
11 **OFFICERS AT THE RANK OF FIRST SERGEANT AND BELOW SHALL HAVE A SEPARATE**  
12 **BARGAINING UNIT; AND**

13                   **(II) FACULTY AT THE MARYLAND SCHOOL FOR THE DEAF**  
14 **SHALL HAVE A SEPARATE BARGAINING UNIT.**

15 3-501.

16                   **(e) (1) [Negotiations] EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS**  
17 **SUBSECTION, NEGOTIATIONS for a memorandum of understanding shall be considered**  
18 **closed sessions under § 3-305 of the General Provisions Article.**

19                   **(2) AN EXCLUSIVE REPRESENTATIVE MAY NOT BE CONSIDERED A**  
20 **PUBLIC BODY UNDER § 3-101 OF THE GENERAL PROVISIONS ARTICLE.**

21 3-502.

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

23                   **(1) wages, hours, and other terms and conditions of employment; and**

24                   **(2) the time and manner of access to a new employee program [as required**  
25 **under § 3-307 of this title] IN ACCORDANCE WITH § 21-207 OF THE STATE**  
26 **GOVERNMENT ARTICLE.**

27                   **(b) [(1) Collective bargaining may include negotiations relating to the right of**  
28 **an employee organization to receive service fees from nonmembers.**

29                   **(2) An employee whose religious beliefs are opposed to joining or financially**  
30 **supporting any collective bargaining organization is:**

1 (i) not required to pay a service fee; and

2 (ii) required to pay an amount of money as determined in collective  
3 bargaining negotiations, not to exceed any service fee negotiated under paragraph (1) of  
4 this subsection, to any charitable organization exempt from taxation under § 501(c)(3) of  
5 the Internal Revenue Code and to furnish written proof of the payment to:

6 1. A. the Department;

7 B. in the case of an employee of the Maryland Environmental  
8 Service, the Board of Directors of the Service; or

9 C. in the case of an employee of an institution of higher  
10 education specified in § 3–102(a)(1)(v) of this title, the President of the institution or the  
11 President’s designee; and

12 2. the exclusive representative.

13 (c) Notwithstanding subsection (a) of this section, the representatives of the  
14 State, the Maryland Environmental Service, a system institution, Morgan State  
15 University, St. Mary’s College of Maryland, and Baltimore City Community College:

16 (1) [shall] MAY not be required to negotiate over any matter that is  
17 inconsistent with applicable law; and

18 (2) may negotiate and reach agreement with regard to any such matter  
19 only if it is understood that the agreement with respect to such matter cannot become  
20 effective unless the applicable law is amended by the General Assembly.

21 SECTION 5. AND BE IT FURTHER ENACTED, That the terms of the members of  
22 the Public Employee Relations Board shall expire as follows:

23 (1) one member appointed under § 21–302(a)(2) of the State Government  
24 Article, as enacted by Section 3 of this Act, and one member appointed under § 21–302(a)(3)  
25 of the State Government Article, as enacted by Section 3 of this Act, on June 30, 2025;

26 (2) one member appointed under § 21–302(a)(2) of the State Government  
27 Article, as enacted by Section 3 of this Act, and one member appointed under § 21–302(a)(3)  
28 of the State Government Article, as enacted by Section 3 of this Act, on June 30, 2029; and

29 (3) the chair appointed under § 21–302(a)(1) of the State Government  
30 Article, as enacted by Section 4 of this Act, on June 30, 2027.

31 SECTION 6. AND BE IT FURTHER ENACTED, That:

1           (a)     The Public Employee Relations Board shall be the successor to the State Labor  
2 Relations Board, State Higher Education Labor Relations Board, and Public School Labor  
3 Relations Board, and shall have all powers and duties granted by law to those boards.

4           (b)     Any investigation, litigation, or other action pending before the State Labor  
5 Relations Board, State Higher Education Labor Relations Board, and Public School Labor  
6 Relations Board on June 30, 2023 shall continue before the Public Employee Relations  
7 Board.

8           SECTION 7. AND BE IT FURTHER ENACTED, That, if any provision of this Act or  
9 the application thereof to any person or circumstance is held invalid for any reason in a  
10 court of competent jurisdiction, the invalidity does not affect other provisions or any other  
11 application of this Act that can be given effect without the invalid provision or application,  
12 and for this purpose the provisions of this Act are declared severable.

13           SECTION 8. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
14 1, 2023.