

# SENATE BILL 367

P4, F5

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CF HB 984

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By: **Senator Lam**

Introduced and read first time: January 31, 2023

Assigned to: Finance and Education, Energy, and the Environment

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Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 26, 2023

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## CHAPTER \_\_\_\_\_

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; authorizing binding arbitration during collective bargaining negotiations  
11 between public school employers and public employee exclusive representatives;  
12 establishing that certain grievance procedures for State employees serve as a certain  
13 procedure for certain disputes between certain parties; ~~requiring the Office of~~  
14 ~~Administrative Hearings to resolve certain disputes regarding a certain~~  
15 ~~memorandum of understanding or written agreement under certain circumstances;~~  
16 and generally relating to collective bargaining for public employees.

17 BY repealing

18 Article – Education

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

23 Annotated Code of Maryland

24 (2022 Replacement Volume)

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### EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



- 1 BY repealing  
2 Article – State Personnel and Pensions  
3 Section 3–201 through 3–209 and the subtitle “Subtitle 2. State Labor Relations  
4 Board”; 3–2A–01 through 3–2A–09 and the subtitle “Subtitle 2A. State Higher  
5 Education Labor Relations Board”; 3–301 through 3–307 and the subtitle  
6 “Subtitle 3. Rights of Employees and Employers; Strikes, Lockouts, and  
7 Unfair Labor Practices Prohibited”; and 3–401 through 3–407 and the subtitle  
8 “Subtitle 4. Election and Certification of Exclusive Representative”  
9 Annotated Code of Maryland  
10 (2015 Replacement Volume and 2022 Supplement)
- 11 BY renumbering  
12 Article – Education  
13 Section 6–404, 6–405, 6–407.1, 6–408, 6–408.1, 6–505, 6–508, 6–509.1, 6–510,  
14 16–707, 16–708, 16–709, 16–711, and 16–713  
15 to be Section 6–403, 6–404, 6–405, 6–406, 6–407, 6–504, 6–505, 6–506, 6–507,  
16 16–704, 16–705, 16–706, 16–707, and 16–708, respectively  
17 Annotated Code of Maryland  
18 (2022 Replacement Volume)
- 19 BY repealing and reenacting, with amendments,  
20 Article – Education  
21 Section 2–205(e)(4), 6–401, 6–402, 6–501, 6–503, 9.5–703(c)(2) and (3), 16–701,  
22 16–702, and 16–703  
23 Annotated Code of Maryland  
24 (2022 Replacement Volume)
- 25 BY repealing and reenacting, with amendments,  
26 Article – Education  
27 Section 6–403, 6–404, ~~6–406(e)(3) and (e)~~, 6–405, 6–504, 6–505, 6–506, ~~6–507(e)(3)~~  
28 ~~and (e)~~, and 16–708  
29 Annotated Code of Maryland  
30 (2022 Replacement Volume)  
31 (As enacted by Section 3 of this Act)
- 32 BY repealing and reenacting, with amendments,  
33 Article – Health – General  
34 Section 15–903(c)(2) and (3)  
35 Annotated Code of Maryland  
36 (2019 Replacement Volume and 2022 Supplement)
- 37 BY adding to  
38 Article – State Government  
39 Section 21–101 through 21–601 to be under the new title “Title 21. Public Employee  
40 Relations”  
41 Annotated Code of Maryland

1 (2021 Replacement Volume and 2022 Supplement)

2 BY repealing and reenacting, with amendments,  
3 Article – State Personnel and Pensions  
4 Section 3–101, 3–501(e), and 3–502  
5 Annotated Code of Maryland  
6 (2015 Replacement Volume and 2022 Supplement)

7 BY adding to  
8 Article – State Personnel and Pensions  
9 Section 3–102(c) and (d)  
10 Annotated Code of Maryland  
11 (2015 Replacement Volume and 2022 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
13 That Section(s) 6–403, 6–406, 6–407, 6–407.2, 6–409 through 6–411, 6–504, 6–506, 6–507,  
14 6–509, 6–509.2, 6–512 through 6–514; 6–801 through 6–807 and the subtitle “Subtitle 8.  
15 Public School Labor Relations Board”; and 16–704 through 16–706, 16–710, 16–712,  
16 16–714, and 16–715 of Article – Education of the Annotated Code of Maryland be repealed.

17 SECTION 2. AND BE IT FURTHER ENACTED, That Section(s) 3–201 through  
18 3–209 and the subtitle “Subtitle 2. State Labor Relations Board”; 3–2A–01 through  
19 3–2A–09 and the subtitle “Subtitle 2A. State Higher Education Labor Relations Board”;  
20 3–301 through 3–307 and the subtitle “Subtitle 3. Rights of Employees and Employers;  
21 Strikes, Lockouts, and Unfair Labor Practices Prohibited”; and 3–401 through 3–407 and  
22 the subtitle “Subtitle 4. Election and Certification of Exclusive Representative” of Article –  
23 State Personnel and Pensions of the Annotated Code of Maryland be repealed.

24 SECTION 3. AND BE IT FURTHER ENACTED, That Section(s) 6–404, 6–405,  
25 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,  
26 and 16–713 of Article – Education of the Annotated Code of Maryland be renumbered to be  
27 Section(s) 6–403, 6–404, 6–405, 6–406, 6–407, 6–504, 6–505, 6–506, 6–507, 16–704, 16–705,  
28 16–706, 16–707, and 16–708, respectively.

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

### 31 Article – Education

32 2–205.

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

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

1 6–401.

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

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

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

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

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

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

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

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

17 (i) A private home;

18 (ii) A hospital;

19 (iii) A therapeutic center;

20 (iv) A school; or

21 (v) Any other appropriate site.

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

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

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

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

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

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

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

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

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

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

18 (i) A registered nurse;

19 (ii) Supervisory noncertificated employees as defined under §  
20 6–501(i) of this title; and

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

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

24 6–402.

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

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

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

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

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

4 6–403.

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

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

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

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

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

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

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

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

22 6–404.

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

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

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

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

3 (2) Not to have exclusive representation.

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

8 (1) Exclusive representation by the organization; and

9 (2) Not to have exclusive representation.

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

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

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

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

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

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

24 (ii) Holding elections under this section and the certification of their  
25 results.

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

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

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

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

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

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

10                    **(5)] (B)**        The public school employer shall provide any assistance required  
11 in holding the elections.

12 6-405.

13                    (a)    (1)    (i)    Each public school employer shall provide the exclusive  
14 representative access to new employee processing.

15                                    (ii)    Except as provided in subparagraph (iii) of this paragraph, the  
16 public school employer shall provide the exclusive representative at least 10 days' notice in  
17 advance of a new employee processing.

18                                    (iii)    The public school employer may provide the exclusive  
19 representative with less than 10 days' notice if there is an urgent need critical to the public  
20 school employer's new employee processing that was not reasonably foreseeable.

21                    (2)    (i)    The structure, time, and manner of the access required in  
22 paragraph (1) of this subsection shall be determined through negotiations between the  
23 public school employer and the exclusive representative in accordance with [§ 6-408] §  
24 6-406 of this subtitle.

25                                    (ii)    When negotiating access to new employee processing under  
26 subparagraph (i) of this paragraph, if any dispute has not been resolved within 45 days  
27 after the first meeting of the public school employer and the exclusive representative, or  
28 within 60 days after an initial request to negotiate, whichever occurs first, either party may  
29 request that the Board declare an impasse under [§ 6-408(e)] § 6-406(E) of this subtitle.

30                                    (iii)    In an impasse proceeding under [§ 6-408(e)] § 6-406(E) of this  
31 subtitle, the mediator or Board shall consider:

32    1.     The ability of the exclusive representative to communicate  
33 with the public school employees it represents;



1                                   2.     The legal obligations of the exclusive representative to the  
2 public school employees;

3                                   3.     Applicable State, federal, and local laws;

4                                   4.     Any stipulations of the parties;

5                                   5.     The interests and welfare of the public school employees  
6 and the financial condition of the public school employer;

7                                   6.     The structure, time, and manner of access of an exclusive  
8 representative to new employee processing in comparable public school employers,  
9 including the access provisions in other memoranda of understanding or collective  
10 bargaining agreements; and

11                                  7.     Any other facts routinely considered in establishing the  
12 structure, time, and manner of access of an exclusive representative to new employee  
13 processing.

14                                  (3)    (i)    A request to negotiate under paragraph (2) of this subsection  
15 made between July 1, 2018, and the expiration date of an existing collective bargaining  
16 agreement between the parties shall reopen the existing collective bargaining agreement  
17 only for the purpose of negotiating the access of the exclusive representative to the public  
18 school employer's new employee processing.

19                                  (ii)   Either party may elect to negotiate a separate agreement on the  
20 access of the exclusive representative to the public school employer's new employee  
21 processing in lieu of reopening the existing collective bargaining agreement.

22                                  (b)    This section does not prohibit a public school employer and an exclusive  
23 representative from negotiating access to new employee processing that varies from the  
24 requirements of this section.

25                                  (c)    Nothing in this section shall abrogate existing collective bargaining  
26 agreements between public school employers and exclusive representatives.

27 ~~§ 406.~~

28                                  ~~(e)    (3)    A public school employer may not negotiate [the school calendar, the~~  
29 ~~maximum number of students assigned to a class, or] any matter that is precluded by~~  
30 ~~applicable statutory law.~~

31                                  ~~(e)    (1)    If, on the request of either party, the Board determines from the facts~~  
32 ~~that an impasse is reached in negotiations between a public school employer and an~~  
33 ~~employee organization that is designated as an exclusive negotiating agent, the Board shall~~  
34 ~~within 10 calendar days:~~

1                   (i) ~~Request last and best offers from the public school employer and~~  
 2 ~~the employee organization, which may not include items or topics not previously raised in~~  
 3 ~~the bargaining process; and~~

4                   (ii) ~~Order the public school employer and the employee organization~~  
 5 ~~to commence mediation within 14 days after the Board's determination that an impasse~~  
 6 ~~has been reached.~~

7                   (2) ~~The last and best offers shall list separately every term or condition of~~  
 8 ~~employment in dispute and the demand of the party making the last and best offer.~~

9                   (3) ~~Within 5 calendar days after an order to mediate, the parties shall~~  
 10 ~~select [a mediator] AN ARBITRATOR by:~~

11                   (i) ~~Agreement; or~~

12                   (ii) ~~Alternate striking from a list of seven neutral parties furnished~~  
 13 ~~by:~~

14                   1. ~~The Federal Mediation and Conciliation Service; or~~

15                   2. ~~The American Arbitration Association.~~

16                   (4) ~~The [mediator] ARBITRATOR shall conclude the mediation within 25~~  
 17 ~~days after convening the first mediation session.~~

18                   (5) ~~If the public school employer and the employee organization do not~~  
 19 ~~reach agreement before concluding the mediation, the [mediator] ARBITRATOR shall issue~~  
 20 ~~a [written offer to both parties and the Board of settlement of all matters raised] FINAL~~  
 21 ~~WRITTEN AWARD THAT SHALL BE BINDING ON BOTH PARTIES.~~

22                   (6) ~~[Within 5 days after receiving the proposed settlement, the public~~  
 23 ~~school employer and the employee organization each shall notify the mediator of its intent~~  
 24 ~~to:~~

25                   (i) ~~Accept the written proposed settlement;~~

26                   (ii) ~~Accept the written proposed settlement in part, as mutually~~  
 27 ~~agreed on by the public school employer and the employee organization; or~~

28                   (iii) ~~Decline the proposed settlement and request arbitration before~~  
 29 ~~the Board.~~

30                   (7) ~~The public school employer and the employee organization shall share~~  
 31 ~~the costs of the mediator equally.~~

1 ~~(8) If either party declines the proposed settlement and requests~~  
2 ~~arbitration, the Board shall, within 5 calendar days, set a date for an arbitration hearing~~  
3 ~~before the Board.~~

4 ~~(9) The Board shall:~~

5 ~~(i) Open the arbitration record within 20 days after receiving either~~  
6 ~~party's decision to decline the mediator's proposal;~~

7 ~~(ii) Convene a hearing;~~

8 ~~(iii) Hear testimony from and receive supporting written evidence, as~~  
9 ~~provided in an order of the Board, from the public school employer, the employee~~  
10 ~~organization, and the mediator;~~

11 ~~(iv) Administer oaths to witnesses deemed relevant and called by the~~  
12 ~~Board;~~

13 ~~(v) Issue subpoenas to compel the production of relevant and~~  
14 ~~nonprivileged documents and other tangible evidence that would also be subject to~~  
15 ~~production before a hearing or at a hearing under Title 4 of the General Provisions Article;~~  
16 ~~and~~

17 ~~(vi) Receive, hear, and consider all evidence considered relevant by~~  
18 ~~the Board, whether or not offered through an attorney, including:~~

19 ~~1. The wages, hours, working conditions, or other terms and~~  
20 ~~conditions of employment of similar public employees in comparable surrounding~~  
21 ~~jurisdictions and comparable jurisdictions outside the State; and~~

22 ~~2. The ability of the public school employer and the county~~  
23 ~~served by the public school employer to pay, considering their existing resources, the costs~~  
24 ~~of the final offers proposed and other personnel costs.~~

25 ~~(10) The Board shall conclude the hearing by issuing a written order within~~  
26 ~~20 days after the arbitration record is opened.~~

27 ~~(11) The Board shall issue the written award that selects and adopts:~~

28 ~~(i) The complete final offer of the public school employer;~~

29 ~~(ii) The complete final offer of the employee organization; or~~

30 ~~(iii) The mediator's complete offer of settlement.~~

31 ~~(12) The Board's written award is final and binding on the public school~~  
32 ~~employer and the employee organization.~~

1           ~~(13)] The public school employer and the employee organization shall share~~  
 2 ~~the costs of the [hearing] MEDIATION equally.~~

3           ~~[(14)] (7) Any negotiated provision or [decision of the Board] AWARD is~~  
 4 ~~subject to the other provisions of this article concerning the fiscal relationship between the~~  
 5 ~~public school employer and the county commissioners, county council, and Mayor and City~~  
 6 ~~Council of Baltimore City.~~

7 6-501.

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

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

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

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

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

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

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

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

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

27           (f) “Noncertificated employee”, in Montgomery County, means only a full-time  
 28 employee.

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

1           (2) “Public school employee” includes a noncertificated employee in  
2 Baltimore City notwithstanding that the noncertificated employee does not work for at  
3 least 9 months a year on a full-time basis.

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

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

6           (ii)    A confidential employee[; or

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

9           (h)    (1) “Public school employer” means the county board in each county.

10           (2) “Public school employer” includes the Baltimore City Board of School  
11 Commissioners.

12           (i)    “Supervisory employee” includes any individual who responsibly directs the  
13 work of other employees.

14 6–503.

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

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

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

26 6–504.

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

30           (2)    In Baltimore City, Garrett County, and Frederick County, the public  
31 school employer shall designate, as provided in this subtitle, which employee organization,

1 if any, shall be the exclusive representative of all public school employees in a specified unit  
2 in the county.

3 (b) The public school employer shall determine the composition of the unit in  
4 negotiation with any employee organization that requests negotiation concerning the  
5 composition of the unit.

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

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

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

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

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

16 (ii) All units shall be nonsupervisory units.

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

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

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

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

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

26 6–505.

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

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

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

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

7 6-506.

8 (a) (1) (i) Each public school employer shall provide the exclusive  
9 representative access to new employee processing.

10 (ii) Except as provided in subparagraph (iii) of this paragraph, the  
11 public school employer shall provide the exclusive representative at least 10 days' notice in  
12 advance of a new employee processing.

13 (iii) The public school employer may provide the exclusive  
14 representative with less than 10 days' notice if there is an urgent need critical to the public  
15 school employer's new employee processing that was not reasonably foreseeable.

16 (2) (i) The structure, time, and manner of the access required in  
17 paragraph (1) of this subsection shall be determined through negotiations between the  
18 public school employer and the exclusive representative in accordance with § 6-510 of this  
19 subtitle.

20 (ii) When negotiating access to new employee processing under  
21 subparagraph (i) of this paragraph, if any dispute has not been resolved within 45 days  
22 after the first meeting of the public school employer and the exclusive representative, or  
23 within 60 days after an initial request to negotiate, whichever occurs first, either party may  
24 request that the Board declare an impasse under ~~§ 6-510(e)~~ **§ 6-507(E)** of this subtitle.

25 (iii) In an impasse proceeding under ~~§ 6-510(e)~~ **§ 6-507(E)** of this  
26 subtitle, the ~~mediator or Board~~ **ARBITRATOR** shall consider:

27 1. The ability of the exclusive representative to communicate  
28 with the public school employees it represents;

29 2. The legal obligations of the exclusive representative to the  
30 public school employees;

31 3. Applicable State, federal, and local laws;

32 4. Any stipulations of the parties;

1                   5.     The interests and welfare of the public school employees  
2 and the financial condition of the public school employer;

3                   6.     The structure, time, and manner of access of an exclusive  
4 representative to new employee processing in comparable public school employers,  
5 including the access provisions in other memoranda of understanding or collective  
6 bargaining agreements; and

7                   7.     Any other facts routinely considered in establishing the  
8 structure, time, and manner of access of an exclusive representative to new employee  
9 processing.

10                 (3)    (i)    A request to negotiate under paragraph (2) of this subsection  
11 made between July 1, 2018, and the expiration date of an existing collective bargaining  
12 agreement between the parties shall reopen the existing collective bargaining agreement  
13 only for the purpose of negotiating the access of the exclusive representative to the public  
14 school employer's new employee processing.

15                 (ii)   Either party may elect to negotiate a separate agreement on the  
16 access of the exclusive representative to the public school employer's new employee  
17 processing in lieu of reopening the existing collective bargaining agreement.

18                 (b)    This section does not prohibit a public school employer and an exclusive  
19 representative from negotiating access to new employee processing that varies from the  
20 requirements of this section.

21                 (c)    Nothing in this section shall abrogate existing collective bargaining  
22 agreements between public school employers and exclusive representatives.

23 ~~6-507.~~

24                 ~~(e)    (3)    A public school employer may not negotiate [the school calendar, the  
25 maximum number of students assigned to a class, or] any matter that is precluded by  
26 applicable statutory law.~~

27                 ~~(e)    (1)    If, on the request of either party, the Board determines from the facts  
28 that an impasse is reached in negotiations between a public school employer and an  
29 employee organization that is designated as an exclusive negotiating agent, the Board shall  
30 within 10 calendar days:~~

31                         ~~(i)    Request last and best offers from the public school employer and  
32 the employee organization, which may not include items or topics not previously raised in  
33 the bargaining process; and~~

34                         ~~(ii)   Order the public school employer and the employee organization  
35 to commence mediation within 14 days after the Board's determination that an impasse  
36 has been reached.~~



1           ~~(2) The last and best offers shall list separately every term or condition of~~  
2 ~~employment in dispute and the demand of the party making the last and best offer.~~

3           ~~(3) Within 5 calendar days after an order to mediate, the parties shall~~  
4 ~~select [a mediator] AN ARBITRATOR by:~~

5                   ~~(i) Agreement; or~~

6                   ~~(ii) Alternate striking from a list of seven neutral parties furnished~~  
7 ~~by:~~

8                           ~~1. The Federal Mediation and Conciliation Service; or~~

9                           ~~2. The American Arbitration Association.~~

10           ~~(4) The [mediator] ARBITRATOR shall conclude the mediation within 25~~  
11 ~~days after convening the first mediation session.~~

12           ~~(5) If the public school employer and the employee organization do not~~  
13 ~~reach agreement before concluding the mediation, the [mediator] ARBITRATOR shall issue~~  
14 ~~a [written offer to both parties and the Board of settlement of all matters raised] FINAL~~  
15 ~~WRITTEN AWARD THAT SHALL BE BINDING ON BOTH PARTIES.~~

16           ~~(6) [Within 5 days after receiving the proposed settlement, the public~~  
17 ~~school employer and the employee organization each shall notify the mediator of its intent~~  
18 ~~to:~~

19                   ~~(i) Accept the written proposed settlement;~~

20                   ~~(ii) Accept the written proposed settlement in part, as mutually~~  
21 ~~agreed on by the public school employer and the employee organization; or~~

22                   ~~(iii) Decline the proposed settlement and request arbitration before~~  
23 ~~the Board.~~

24           ~~(7) The public school employer and the employee organization shall share~~  
25 ~~the costs of the mediator equally.~~

26           ~~(8) If either party declines the proposed settlement and requests~~  
27 ~~arbitration, the Board shall, within 5 calendar days, set a date for an arbitration hearing~~  
28 ~~before the Board.~~

29           ~~(9) The Board shall:~~

1                   ~~(i) Open the arbitration record within 20 days after receiving either~~  
2 ~~party's decision to decline the mediator's proposal;~~

3                   ~~(ii) Convene a hearing;~~

4                   ~~(iii) Hear testimony from and receive supporting written evidence, as~~  
5 ~~provided in an order of the Board, from the public school employer, the employee~~  
6 ~~organization, and the mediator;~~

7                   ~~(iv) Administer oaths to witnesses deemed relevant and called by the~~  
8 ~~Board;~~

9                   ~~(v) Issue subpoenas to compel the production of relevant and~~  
10 ~~nonprivileged documents and other tangible evidence that would also be subject to~~  
11 ~~production before a hearing or at a hearing under Title 4 of the General Provisions Article;~~  
12 ~~and~~

13                   ~~(vi) Receive, hear, and consider all evidence considered relevant by~~  
14 ~~the Board, whether or not offered through an attorney, including:~~

15                   ~~1. The wages, hours, working conditions, or other terms and~~  
16 ~~conditions of employment of similar public employees in comparable surrounding~~  
17 ~~jurisdictions and comparable jurisdictions outside the State; and~~

18                   ~~2. The ability of the public school employer and the county~~  
19 ~~served by the public school employer to pay, considering their existing resources, the costs~~  
20 ~~of the final offers proposed and other personnel costs.~~

21                   ~~(10) The Board shall conclude the hearing by issuing a written order within~~  
22 ~~20 days after the arbitration record is opened.~~

23                   ~~(11) The Board shall issue the written award that selects and adopts:~~

24                   ~~(i) The complete final offer of the public school employer;~~

25                   ~~(ii) The complete final offer of the employee organization; or~~

26                   ~~(iii) The mediator's complete offer of settlement.~~

27                   ~~(12) The Board's written award is final and binding on the public school~~  
28 ~~employer and the employee organization.~~

29                   ~~(13) The public school employer and the employee organization shall share~~  
30 ~~the costs of the [hearing] MEDIATION equally.~~

1 ~~[(14)](7) Any negotiated provision or [decision of the Board] AWARD is~~  
 2 ~~subject to the other provisions of this article concerning the fiscal relationship between the~~  
 3 ~~public school employer and the county commissioners and county council.~~

4 9.5-703.

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

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

12 16-701.

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

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

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

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

20 (e) "Collective bargaining" has the meaning stated in ~~§ 3-101(e)~~ **§ 3-101(D)** of  
 21 the State Personnel and Pensions Article.

22 (f) "Confidential employee" ~~means a public employee whose unrestricted access~~  
 23 ~~to personnel, budgetary, or fiscal data subject to use by the public employer in collective~~  
 24 ~~bargaining, or whose close, continuing working relationship with those responsible for~~  
 25 ~~negotiating on behalf of the public employer, would make the employee's membership in an~~  
 26 ~~employee organization as a rank and file employee incompatible with the employee's~~  
 27 ~~duties] HAS THE MEANING STATED IN § 21-101 OF THE STATE GOVERNMENT~~  
 28 ~~ARTICLE.~~

29 (g) "Employee organization" [means a labor organization of public employees that  
 30 has as one of its primary purposes representing those employees in collective bargaining]  
 31 **HAS THE MEANING STATED IN § 21-101 OF THE STATE GOVERNMENT ARTICLE.**

32 (h) "Exclusive representative" [means an employee organization that has been  
 33 certified by the Board as representing the employees of a bargaining unit] **HAS THE**  
 34 **MEANING STATED IN § 21-101 OF THE STATE GOVERNMENT ARTICLE.**

- 1           (i)     “Fact–finding” means a process conducted by the Board that includes:
- 2                 (1)     The identification of the major issues in an impasse;
- 3                 (2)     The review of the positions of the parties; and
- 4                 (3)     A resolution of factual differences by an impartial individual or panel.
- 5           (j)     (1)     “Faculty” means employees whose assignments involve academic  
6 responsibilities, including teachers and department heads.
- 7                 (2)     “Faculty” does not include officers, supervisory employees, confidential  
8 employees, part–time faculty, or student assistants.
- 9           (k)     “Grievance” means a dispute concerning the application or interpretation of  
10 the terms of a collective bargaining agreement.
- 11           (l)     “Impasse” means a failure by a public employer and an exclusive  
12 representative to achieve agreement in the course of negotiations.
- 13           (m)     “Officer” means the president, a vice president, a dean, or any other similar  
14 official of the community college as appointed by the board of community college trustees.
- 15           (n)     “Part–time faculty” means employees whose assignments involve academic  
16 responsibilities, including teachers, counselors, and department heads, who are designated  
17 with part–time faculty status by the president of the community college.
- 18           (o)     (1)     “Public employee” means an employee employed by a public employer.
- 19                 (2)     “Public employee” includes faculty and part–time faculty at the  
20 Baltimore City Community College.
- 21                 (3)     “Public employee” does not include:
- 22                     (i)     Officers;
- 23                     (ii)    Supervisory or confidential employees; or
- 24                     (iii)   Student assistants.
- 25           (p)     (1)     “Public employer” means the board of community college trustees for a  
26 community college.
- 27                 (2)     “Public employer” includes the Board of Trustees of Baltimore City  
28 Community College for the purposes of collective bargaining with faculty and part–time  
29 faculty.

1 [(q) (1) "Showing of interest form" means a written statement from a public  
2 employee who wishes to be represented by a petitioning employee organization for the  
3 purpose of collective bargaining.

4 (2) "Showing of interest form" includes:

5 (i) A union authorization card; and

6 (ii) A union membership card.

7 (r) "Strike" means, in concerted action with others for the purpose of inducing,  
8 influencing, or coercing a change in the wages, hours, or other terms and conditions of  
9 employment, a public employee's:

10 (1) Refusal to report for duty;

11 (2) Willful absence from the position;

12 (3) Stoppage of work; or

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

15 (s) "Supervisory employee" means a public employee who has full-time and  
16 exclusive authority to act on behalf of a public employer to:

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

19 (2) Adjust employee grievances.]

20 16-702.

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

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

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

- 1 (b) This subtitle shall apply:
- 2 (1) Beginning on September 1, 2022, to:
- 3 (i) Anne Arundel Community College;
- 4 (ii) Community College of Baltimore County;
- 5 (iii) Frederick Community College;
- 6 (iv) Harford Community College;
- 7 (v) Howard Community College;
- 8 (vi) Montgomery College;
- 9 (vii) Prince George’s Community College; and
- 10 (viii) College of Southern Maryland;
- 11 (2) Beginning on September 1, 2023, to:
- 12 (i) Allegany College of Maryland;
- 13 (ii) Carroll Community College;
- 14 (iii) Cecil College;
- 15 (iv) Chesapeake College;
- 16 (v) Garrett College;
- 17 (vi) Hagerstown Community College; and
- 18 (vii) Wor–Wic Community College; and
- 19 (3) Beginning October 1, 2024, Baltimore City Community College.

20 **(c) PUBLIC EMPLOYEES, PUBLIC EMPLOYERS, AND EXCLUSIVE**  
21 **REPRESENTATIVES ARE SUBJECT TO THE PROVISIONS OF TITLE 21 OF THE STATE**  
22 **GOVERNMENT ARTICLE.**

23 16–703.

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

1 (1) A valid petition is submitted in accordance with § 16-704 of this  
2 subtitle; and

3 (2) The bargaining unit involved in the petition is determined to be an  
4 appropriate bargaining unit under subsections (b) and (c) of this section.

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

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

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

11 (i) Conduct a public hearing, receiving written and oral testimony;  
12 and

13 (ii) Issue an order defining the appropriate bargaining unit.

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

16 (1) One unit reserved for full-time faculty;

17 (2) One unit reserved for part-time faculty; and

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

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

23 16-708.

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

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

28 (2) Direct college personnel.

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

30 (1) Organize;

- 1 (2) Form, join, or assist any employee organization;
- 2 (3) Bargain collectively through an exclusive representative;
- 3 (4) Engage in other lawful concerted activity for the purpose of collective  
4 bargaining; and
- 5 (5) Refrain from engaging in the activities listed under this subsection.

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

- 7 (1) Present a grievance arising under the terms of the agreement to the  
8 public employer; and
- 9 (2) Have the grievance adjusted without the intervention of the exclusive  
10 representative.

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

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

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

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

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

22 **Article – Health – General**

23 15–903.

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

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



## 1 Article – State Government

## 2 TITLE 21. PUBLIC EMPLOYEE RELATIONS.

## 3 SUBTITLE 1. DEFINITIONS; GENERAL PROVISIONS.

## 4 21-101.

5 (A) IN THIS TITLE THE FOLLOWING WORDS HAVE THE MEANINGS  
6 INDICATED.

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

8 ~~(C) “CONFIDENTIAL EMPLOYEE” INCLUDES AN INDIVIDUAL WHOSE~~  
9 ~~EMPLOYMENT RESPONSIBILITIES REQUIRE KNOWLEDGE OF THE PUBLIC~~  
10 ~~EMPLOYER’S POSTURE IN THE COLLECTIVE NEGOTIATION PROCESS.~~

11 ~~(D)~~ (C) UNLESS SPECIFICALLY PROVIDED OTHERWISE, “DAY” MEANS A  
12 CALENDAR DAY.

13 ~~(E)~~ (D) “EMPLOYEE ORGANIZATION” MEANS A LABOR ORGANIZATION IN  
14 WHICH PUBLIC EMPLOYEES PARTICIPATE AND THAT HAS AS ONE OF ITS PRIMARY  
15 PURPOSES REPRESENTING PUBLIC EMPLOYEES.

16 ~~(F)~~ (E) “EXCLUSIVE REPRESENTATIVE” MEANS AN EMPLOYEE  
17 ORGANIZATION THAT HAS BEEN CERTIFIED BY THE BOARD AS AN EXCLUSIVE  
18 REPRESENTATIVE UNDER SUBTITLE 4 OF THIS TITLE.

19 ~~(G)~~ (F) “LOCKOUT” MEANS ACTION TAKEN BY A PUBLIC EMPLOYER TO:

20 (1) INTERRUPT OR PREVENT THE CONTINUITY OF THE EMPLOYEES’  
21 USUAL WORK FOR THE PURPOSE AND WITH THE INTENT OF COERCING THE  
22 EMPLOYEES INTO RELINQUISHING RIGHTS GUARANTEED BY THIS TITLE; OR

23 (2) BRING ECONOMIC PRESSURE ON EMPLOYEES FOR THE PURPOSE  
24 OF SECURING THE AGREEMENT OF THEIR EXECUTIVE REPRESENTATIVE TO  
25 COLLECTIVE BARGAINING AGREEMENT TERMS.

26 (G) “PUBLIC EMPLOYEE” MEANS AN INDIVIDUAL WHO HOLDS A POSITION  
27 BY APPOINTMENT OR EMPLOYMENT IN THE SERVICE OF A PUBLIC EMPLOYER WITH  
28 COLLECTIVE BARGAINING RIGHTS UNDER TITLE 3 OF THE STATE PERSONNEL AND  
29 PENSIONS ARTICLE OR TITLE 6, SUBTITLE 4 OR 5 OR TITLE 16, SUBTITLE 7 OF THE  
30 EDUCATION ARTICLE.

1 (H) "PUBLIC EMPLOYER" MEANS:

2 (1) THE STATE, INCLUDING ANY UNIT, DEPARTMENT, OR  
3 INSTRUMENTALITY OF THE STATE;

4 (2) A COMMUNITY COLLEGE LISTED UNDER § 16-702(B) OF THE  
5 EDUCATION ARTICLE; AND

6 (3) A COUNTY BOARD OF EDUCATION OR THE BALTIMORE CITY  
7 BOARD OF SCHOOL COMMISSIONERS.

8 ~~(I) "PUBLIC EMPLOYEE" MEANS AN INDIVIDUAL WHO:~~

9 ~~(1) HOLDS A POSITION BY APPOINTMENT OR EMPLOYMENT IN THE~~  
10 ~~SERVICE OF A PUBLIC EMPLOYER WITH COLLECTIVE BARGAINING RIGHTS UNDER~~  
11 ~~TITLE 3 OF THE STATE PERSONNEL AND PENSIONS ARTICLE, TITLE 6, SUBTITLE 4~~  
12 ~~OR 5 OF THE EDUCATION ARTICLE OR TITLE 16, SUBTITLE 7 OF THE EDUCATION~~  
13 ~~ARTICLE; AND~~

14 ~~(2) IS NOT A CONFIDENTIAL EMPLOYEE.~~

15 ~~(J)~~ (I) (1) "SHOWING OF INTEREST FORM" MEANS A WRITTEN STATEMENT  
16 FROM A PUBLIC EMPLOYEE WHO WISHES TO BE REPRESENTED BY A PETITIONING  
17 EMPLOYEE ORGANIZATION FOR THE PURPOSE OF COLLECTIVE BARGAINING.

18 (2) "SHOWING OF INTEREST FORM" INCLUDES:

19 (I) A UNION AUTHORIZATION CARD; OR

20 (II) A UNION MEMBERSHIP CARD.

21 ~~(K) "STRIKE" MEANS ANY CONCERTED WORK STOPPAGE TO INDUCE,~~  
22 ~~INFLUENCE, COERCE, OR ENFORCE DEMANDS FOR A CHANGE IN WAGES, HOURS,~~  
23 ~~TERMS, OR OTHER CONDITIONS OF EMPLOYMENT.~~

24 (J) (1) "STRIKE" MEANS ANY CONCERTED ACTION TO IMPEDE THE FULL  
25 AND PROPER PERFORMANCE OF EMPLOYMENT DUTIES IN ORDER TO INDUCE,  
26 INFLUENCE, COERCE, OR ENFORCE DEMANDS FOR A CHANGE IN WAGES, HOURS,  
27 TERMS, OR OTHER CONDITIONS OF EMPLOYMENT.

28 (2) "STRIKE" INCLUDES A TOTAL OR PARTIAL:

29 (I) REFUSAL OR FAILURE TO REPORT TO WORK;

1           **(II) REFUSAL OR FAILURE TO PERFORM EMPLOYMENT DUTIES;**

2           **(III) WITHDRAWAL FROM WORK;**

3           **(IV) WORK STOPPAGE; OR**

4           **(V) WORK SLOWDOWN.**

5   **21-102.**

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

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

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

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

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

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

29   **21-103.**

30           **DECISIONS OF THE FEDERAL NATIONAL LABOR RELATIONS BOARD ~~SHALL~~**  
31 **MAY BE AFFORDED PERSUASIVE WEIGHT IN ANY INTERPRETATION OF THIS TITLE.**



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

10 **21-202.**

11           **A PUBLIC EMPLOYER SHALL EXTEND TO AN EXCLUSIVE REPRESENTATIVE THE**  
12 **RIGHT TO:**

13           **(1) REPRESENT PUBLIC EMPLOYEES IN:**

14                   **(I) NEGOTIATIONS NOTWITHSTANDING THE EXISTENCE OF AN**  
15 **AGREEMENT WITH AN EMPLOYEE ORGANIZATION THAT IS NO LONGER CERTIFIED OR**  
16 **RECOGNIZED; AND**

17                   **(II) THE SETTLEMENT OF GRIEVANCES;**

18           **(2) (I) ON REQUEST, INFORMATION FROM A PUBLIC EMPLOYER**  
19 **RELEVANT TO THE ADMINISTRATION AND NEGOTIATION OF AN AGREEMENT OR THE**  
20 **PROPER PERFORMANCE OF THE EMPLOYEE ORGANIZATION'S DUTIES AS THE**  
21 **PUBLIC EMPLOYEES' REPRESENTATIVE; AND**

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

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

28 **21-203.**

1           **(A) ON WRITTEN REQUEST OF AN EXCLUSIVE REPRESENTATIVE FOR EACH**  
2 **EMPLOYEE IN THE BARGAINING UNIT REPRESENTED BY THE EXCLUSIVE**  
3 **REPRESENTATIVE, THE PUBLIC EMPLOYER, AS APPROPRIATE, SHALL PROVIDE THE**  
4 **EXCLUSIVE REPRESENTATIVE WITH THE EMPLOYEE'S:**

5           **(1) NAME;**

6           **(2) POSITION CLASSIFICATION;**

7           **(3) UNIT;**

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

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

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

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

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

16          **(C) NAMES OR LISTS OF EMPLOYEES PROVIDED TO THE BOARD IN**  
17 **CONNECTION WITH AN ELECTION UNDER THIS TITLE ARE NOT SUBJECT TO**  
18 **DISCLOSURE IN ACCORDANCE WITH TITLE 4 OF THE GENERAL PROVISIONS**  
19 **ARTICLE.**

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

24                 **(2) AN EXCLUSIVE REPRESENTATIVE MAY AUTHORIZE THIRD PARTY**  
25 **CONTRACTORS TO USE THE INFORMATION THAT IT RECEIVES UNDER THIS SECTION,**  
26 **AS DIRECTED BY THE EXCLUSIVE REPRESENTATIVE, TO CARRY OUT THE EXCLUSIVE**  
27 **REPRESENTATIVE'S STATUTORY DUTIES UNDER THIS TITLE.**

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

1 (4) ON WRITTEN REQUEST OF AN EMPLOYEE, AN EXCLUSIVE  
2 REPRESENTATIVE SHALL WITHHOLD FURTHER COMMUNICATION WITH THE  
3 EMPLOYEE UNLESS OTHERWISE REQUIRED BY LAW OR THE WRITTEN REQUEST IS  
4 REVOKED BY THE EMPLOYEE.

5 21-204.

6 (A) ~~A~~ EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, A PUBLIC  
7 EMPLOYER HAS THE RIGHT TO:

8 (1) DETERMINE HOW THE STATUTORY MANDATE AND GOALS OF THE  
9 PUBLIC EMPLOYER, INCLUDING THE FUNCTIONS AND PROGRAMS OF THE PUBLIC  
10 EMPLOYER, ITS OVERALL BUDGET, AND ITS ORGANIZATIONAL STRUCTURE, ARE TO  
11 BE CARRIED OUT; AND

12 (2) DIRECT EMPLOYEES OF THE PUBLIC EMPLOYER.

13 (B) THE STATE, THROUGH ITS APPROPRIATE OFFICERS AND EMPLOYEES,  
14 HAS THE RIGHT TO:

15 (1) (I) DETERMINE THE MISSION, BUDGET, ORGANIZATION,  
16 NUMBERS, TYPES AND GRADES OF EMPLOYEES ASSIGNED, THE WORK PROJECTS,  
17 TOURS OF DUTY, METHODS, MEANS, AND PERSONNEL BY WHICH ITS OPERATIONS  
18 ARE TO BE CONDUCTED, TECHNOLOGY NEEDED, INTERNAL SECURITY PRACTICES,  
19 AND RELOCATION OF ITS FACILITIES; AND

20 (II) MAINTAIN AND IMPROVE THE EFFICIENCY AND  
21 EFFECTIVENESS OF GOVERNMENTAL OPERATIONS;

22 (2) DETERMINE THE:

23 (I) SERVICES TO BE RENDERED, OPERATIONS TO BE  
24 PERFORMED, AND TECHNOLOGY TO BE USED; AND

25 (II) OVERALL METHODS, PROCESSES, MEANS, AND CLASSES OF  
26 WORK OR PERSONNEL BY WHICH GOVERNMENTAL OPERATIONS ARE TO BE  
27 CONDUCTED;

28 (3) HIRE, DIRECT, SUPERVISE, AND ASSIGN EMPLOYEES;

29 (4) (I) PROMOTE, DEMOTE, DISCIPLINE, DISCHARGE, RETAIN, AND  
30 LAY OFF EMPLOYEES; AND

1                    (II) TERMINATE EMPLOYMENT BECAUSE OF LACK OF FUNDS,  
2 LACK OF WORK, UNDER CONDITIONS WHERE THE EMPLOYER DETERMINES  
3 CONTINUED WORK WOULD BE INEFFICIENT OR NONPRODUCTIVE, OR FOR OTHER  
4 LEGITIMATE REASONS;

5                    (5) SET THE QUALIFICATIONS OF EMPLOYEES FOR APPOINTMENT  
6 AND PROMOTION, AND SET STANDARDS OF CONDUCT;

7                    (6) ADOPT STATE OR DEPARTMENT RULES, REGULATIONS, OR  
8 PROCEDURES;

9                    (7) PROVIDE A SYSTEM OF MERIT EMPLOYMENT ACCORDING TO THE  
10 STANDARD OF BUSINESS EFFICIENCY; AND

11                    (8) TAKE ACTIONS NOT OTHERWISE SPECIFIED IN THIS SECTION TO  
12 CARRY OUT THE MISSION OF THE EMPLOYER.

13 **21-205.**

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

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

16 **21-206.**

17            (A) A PUBLIC EMPLOYER AND ITS OFFICERS, EMPLOYEES, AGENTS, OR  
18 REPRESENTATIVES ARE PROHIBITED FROM ENGAGING IN ANY UNFAIR LABOR  
19 PRACTICE, INCLUDING:

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

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

25                    (3) GRANTING ADMINISTRATIVE LEAVE TO EMPLOYEES TO ATTEND  
26 EMPLOYER SPONSORED OR SUPPORTED MEETINGS OR EVENTS RELATING TO AN  
27 ELECTION UNDER SUBTITLE 4 OF THIS TITLE, UNLESS THE PUBLIC EMPLOYER  
28 GRANTS EMPLOYEES AT LEAST THE SAME AMOUNT OF ADMINISTRATIVE LEAVE TO  
29 ATTEND LABOR ORGANIZATION SPONSORED OR SUPPORTED MEETINGS OR  
30 EMPLOYEE MEETINGS;



1           **(4) DISCRIMINATING IN HIRING, TENURE, OR ANY TERM OR**  
2 **CONDITION OF EMPLOYMENT TO ENCOURAGE OR DISCOURAGE MEMBERSHIP IN AN**  
3 **EMPLOYEE ORGANIZATION;**

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

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

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

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

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

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

17           **(11) SPENDING PUBLIC MONEY, USING PUBLIC RESOURCES, OR**  
18 **PROVIDING ASSISTANCE TO AN INDIVIDUAL OR GROUP FOR A NEGATIVE CAMPAIGN**  
19 **AGAINST EFFORTS BY EMPLOYEES OF A PUBLIC EMPLOYER OR AN EMPLOYEE**  
20 **ORGANIZATION TO:**

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

22                   **(II) CERTIFY AN EMPLOYEE ORGANIZATION AS AN EXCLUSIVE**  
23 **REPRESENTATIVE.**

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

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

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

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

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

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

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

9 **21-207.**

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

12           **(B) (1) PUBLIC EMPLOYERS SHALL ALLOW AN EXCLUSIVE**  
13 **REPRESENTATIVE TO:**

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

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

20           **(2) THE NEW EMPLOYEE PROGRAM DESCRIBED IN PARAGRAPH (1)(II)**  
21 **OF THIS SUBSECTION MAY BE A NEW EMPLOYEE ORIENTATION, TRAINING, OR OTHER**  
22 **PROGRAM THAT THE PUBLIC EMPLOYER AND AN EXCLUSIVE REPRESENTATIVE**  
23 **NEGOTIATE IN ACCORDANCE WITH TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION**  
24 **ARTICLE, TITLE 16, SUBTITLE 7 OF THE EDUCATION ARTICLE, OR TITLE 3 OF THE**  
25 **STATE PERSONNEL AND PENSIONS ARTICLE.**

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

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

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

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

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

10           **(I) SHALL ENCOURAGE AN EMPLOYEE TO MEET WITH THE**  
11 **EXCLUSIVE REPRESENTATIVE OR ATTEND THE PORTION OF A NEW EMPLOYEE**  
12 **PROGRAM DESIGNATED FOR AN EXCLUSIVE REPRESENTATIVE TO ADDRESS NEW**  
13 **EMPLOYEES; AND**

14           **(II) MAY NOT REQUIRE AN EMPLOYEE TO MEET WITH AN**  
15 **EXCLUSIVE REPRESENTATIVE OR ATTEND THE PORTION OF A NEW EMPLOYEE**  
16 **PROGRAM DESIGNATED FOR AN EXCLUSIVE REPRESENTATIVE TO ADDRESS NEW**  
17 **EMPLOYEES IF THE EMPLOYEE OBJECTS TO ATTENDING.**

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

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

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

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

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

1 (III) EXCLUDE THE NEW EMPLOYEE'S SOCIAL SECURITY  
2 NUMBER; AND

3 (IV) BE CONSIDERED CONFIDENTIAL BY AN EXCLUSIVE  
4 REPRESENTATIVE.

5 (4) (I) EXCEPT AS PROVIDED IN SUBPARAGRAPH (II) OF THIS  
6 PARAGRAPH, AN EXCLUSIVE REPRESENTATIVE MAY NOT DISCLOSE THE  
7 INFORMATION IN A NOTICE.

8 (II) THE ~~EXECUTIVE~~ EXCLUSIVE REPRESENTATIVE MAY  
9 AUTHORIZE A THIRD-PARTY CONTRACTOR TO USE THE INFORMATION IN A NOTICE,  
10 AS DIRECTED BY THE EXCLUSIVE REPRESENTATIVE, TO FULFILL THE EXCLUSIVE  
11 REPRESENTATIVE'S STATUTORY DUTIES.

12 21-208.

13 AN EMPLOYEE ORGANIZATION CERTIFIED AS THE EXCLUSIVE  
14 REPRESENTATIVE SHALL:

15 (1) SERVE AS THE SOLE AND EXCLUSIVE BARGAINING AGENT FOR ALL  
16 EMPLOYEES IN THE BARGAINING UNIT;

17 (2) REPRESENT FAIRLY AND WITHOUT DISCRIMINATION ALL  
18 EMPLOYEES IN THE BARGAINING UNIT, WHETHER OR NOT THE EMPLOYEES ARE  
19 MEMBERS OF THE EMPLOYEE ORGANIZATION OR ARE PAYING DUES OR OTHER  
20 CONTRIBUTIONS TO IT OR PARTICIPATING IN ITS AFFAIRS; AND

21 (3) PROMPTLY FILE WITH THE BOARD ALL CHANGES AND  
22 AMENDMENTS TO THE ORGANIZATION'S GOVERNING DOCUMENTS.

23 21-209.

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

26 (1) DUES DEDUCTION AUTHORIZATION CARDS;

27 (2) ELECTRONIC MEMBERSHIP APPLICATION; OR

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

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

4           **(2) A PUBLIC EMPLOYER SHALL TRANSMIT MEMBERSHIP DUES TO**  
5 **THE EMPLOYEE ORGANIZATION WITHIN 30 DAYS AFTER THE DEDUCTIONS ARE**  
6 **MADE.**

7           **(3) A PUBLIC EMPLOYER SHALL ACCEPT AN AUTHORIZATION TO**  
8 **DEDUCT FROM THE SALARY OF A PUBLIC EMPLOYEE AN AMOUNT FOR THE PAYMENT**  
9 **OF DUES IN ANY FORMAT AUTHORIZED UNDER § 21-106 OF THE COMMERCIAL LAW**  
10 **ARTICLE.**

11           **(C) THIS SECTION MAY NOT BE CONSTRUED TO REQUIRE AN EMPLOYEE TO**  
12 **BECOME A MEMBER OF AN EMPLOYEE ORGANIZATION.**

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

15                   **(I) AN EMPLOYEE REVOKES MEMBERSHIP IN ACCORDANCE**  
16 **WITH A COLLECTIVE BARGAINING AGREEMENT OR THE MEMBERSHIP APPLICATION;**

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

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

21           **(2) IF WITHIN A PERIOD OF 1 YEAR, THE EMPLOYEE IS EMPLOYED BY**  
22 **THE SAME PUBLIC EMPLOYER IN A POSITION REPRESENTED BY THE SAME**  
23 **EXCLUSIVE REPRESENTATIVE, THE RIGHT TO MEMBERSHIP DUES DEDUCTION**  
24 **SHALL BE AUTOMATICALLY REINSTATED.**

25           **(E) IF THE EMPLOYEE WHO HAS CONSENTED TO DUES DEDUCTION IS**  
26 **EITHER REMOVED FROM A PUBLIC EMPLOYER'S PAYROLL OR OTHERWISE PLACED**  
27 **ON AN INVOLUNTARY OR VOLUNTARY LEAVE OF ABSENCE, WHETHER PAID OR**  
28 **UNPAID, THE PUBLIC EMPLOYEE'S MEMBERSHIP DUES DEDUCTION AUTHORIZATION**  
29 **SHALL:**

30                   **(1) REMAIN EFFECTIVE; AND**

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

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

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

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

8 **21-210.**

9 (A) A PUBLIC EMPLOYER OR ITS OFFICERS, OR AN AGENT OF THE PUBLIC  
10 EMPLOYER, MAY NOT SPEND PUBLIC MONEY, USE PUBLIC RESOURCES, OR PROVIDE  
11 ASSISTANCE TO AN INDIVIDUAL OR GROUP FOR A NEGATIVE CAMPAIGN AGAINST  
12 EFFORTS BY EMPLOYEES OF A PUBLIC EMPLOYER OR AN EMPLOYEE ORGANIZATION  
13 TO:

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

15 (2) CERTIFY AN EMPLOYEE ORGANIZATION AS AN EXCLUSIVE  
16 REPRESENTATIVE.

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

23 (2) THE PUBLIC EMPLOYER MAY NOT:

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

27 (II) ALTER OR REVISE EXISTING RULES OR REGULATIONS TO  
28 UNFAIRLY LIMIT OR PROHIBIT PUBLIC EMPLOYEES OR EMPLOYEE ORGANIZATIONS  
29 FROM EXERCISING THEIR RIGHTS UNDER THIS TITLE.

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

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

1 **21-301.**

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

4 **21-302.**

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

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

8 **(2) TWO MEMBERS CHOSEN FROM A LIST OF CANDIDATES SUBMITTED**  
9 **BY EACH EXCLUSIVE REPRESENTATIVE, APPOINTED BY THE GOVERNOR WITH DUE**  
10 **REGARD FOR ANY CANDIDATES WHO HAVE MAJORITY OR PLURALITY SUPPORT**  
11 **FROM EXCLUSIVE REPRESENTATIVES, WITH THE ADVICE AND CONSENT OF THE**  
12 **SENATE; AND**

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

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

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

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

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

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

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

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

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

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

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

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

8           **(F) IN MAKING APPOINTMENTS TO THE BOARD, THE GOVERNOR SHALL**  
9 **ENSURE, TO THE EXTENT PRACTICABLE, THAT THE RATIO OF MALE TO FEMALE**  
10 **MEMBERS AND THE RACIAL MAKEUP OF THE BOARD IS REFLECTIVE OF THE**  
11 **GENERAL POPULATION OF THE STATE.**

12 **21-303.**

13           **(A) (1) A MAJORITY OF THE VOTING MEMBERS SHALL CONSTITUTE A**  
14 **QUORUM FOR:**

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

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

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

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

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

23                   **(I) THE COMPENSATION PROVIDED IN THE STATE BUDGET;**  
24 **AND**

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

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

29 **21-304.**



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

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

4                           **(I) IS RESPONSIBLE TO AND SERVES AT THE PLEASURE OF THE**  
5 **BOARD;**

6                           **(II) MUST HAVE KNOWLEDGE OF AND EXPERIENCE WITH LABOR**  
7 **ISSUES; AND**

8                           **(III) IS ENTITLED TO THE SALARY PROVIDED IN THE STATE**  
9 **BUDGET.**

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

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

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

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

16 **21-305.**

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

18                   **(1) A DEPUTY DIRECTOR FOR EXECUTIVE BRANCH LABOR**  
19 **RELATIONS;**

20                   **(2) A DEPUTY DIRECTOR FOR PUBLIC SCHOOL LABOR RELATIONS;**  
21 **AND**

22                   **(3) A DEPUTY DIRECTOR FOR PUBLIC HIGHER EDUCATION LABOR**  
23 **RELATIONS.**

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

25                   **(1) ARE RESPONSIBLE TO AND SERVE AT THE PLEASURE OF THE**  
26 **BOARD;**

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

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

2 **21-306.**

3           **(A) THE BOARD IS RESPONSIBLE FOR ADMINISTERING AND ENFORCING**  
4 **PROVISIONS OF:**

5           **(1) THIS TITLE;**

6           **(2) TITLE 6, ~~SUBTITLE~~ SUBTITLES 4 OR AND 5 OF THE EDUCATION**  
7 **ARTICLE;**

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

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

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

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

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

18           **(3) ESTABLISH PROCEDURES FOR AND RESOLVE DISPUTES ABOUT**  
19 **PETITIONS AND ELECTIONS FOR DECERTIFICATION OF AN EXCLUSIVE**  
20 **REPRESENTATIVE;**

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

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

25           **(6) ON APPLICATION BY AN ~~EXCLUSIVE REPRESENTATIVE~~ EMPLOYEE**  
26 **ORGANIZATION OR PUBLIC EMPLOYER, DETERMINE THAT THE APPLICANT SHALL BE**  
27 **DESIGNATED AS A JOINT PUBLIC EMPLOYER OF PUBLIC EMPLOYEES IN AN**  
28 **EMPLOYER-EMPLOYEE BARGAINING UNIT DETERMINED IN ACCORDANCE WITH**  
29 **SUBTITLE 4 OF THIS TITLE WHEN SUCH DETERMINATION WOULD BEST EFFECTUATE**  
30 **THE PURPOSES OF THIS SUBTITLE; AND**

1           (7) RESOLVE MATTERS AS PROVIDED IN ~~§§ 6-408, 6-510, AND 16-711~~  
2 §§ 6-406, 6-507, AND 16-707 OF THE EDUCATION ARTICLE.

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

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

9                   (1) ISSUE SUBPOENAS; AND

10                   (2) ADMINISTER OATHS AND AFFIRMATIONS, EXAMINE WITNESSES,  
11 AND RECEIVE EVIDENCE.

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

15                   (2) THE BOARD MAY NOT ADOPT ANY REGULATION, GUIDELINE, OR  
16 POLICY THAT:

17                           (I) UNNECESSARILY DELAYS THE RESOLUTION OF DISPUTES  
18 OVER ELECTIONS, UNFAIR LABOR PRACTICES, OR ANY OTHER MATTER UNDER THIS  
19 TITLE; OR

20                           (II) RESTRICTS OR WEAKENS THE PROTECTIONS PROVIDED TO  
21 PUBLIC EMPLOYEES AND EMPLOYEE ORGANIZATIONS UNDER THIS TITLE OR UNDER  
22 REGULATIONS.

23 **21-307.**

24           (A) (1) IF A PARTY HAS BEEN CHARGED WITH ENGAGING IN OR HAS  
25 ENGAGED IN AN UNFAIR LABOR PRACTICE, THE APPROPRIATE DEPUTY DIRECTOR  
26 SHALL INVESTIGATE THE CHARGE.

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

30                           (I) ISSUE A COMPLAINT AGAINST THE PARTY STATING THE  
31 CHARGES; AND

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

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

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

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

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

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

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

22                   **(II) IF THE DEPUTY DIRECTOR DETERMINES THERE IS**  
23 **PROBABLE CAUSE, THE BOARD SHALL ISSUE A COMPLAINT WITHIN 30 DAYS AFTER**  
24 **THE FILING OF THE CHARGE; AND**

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

28           **(2) THE BOARD MAY ACCELERATE THE TIME TO RESOLVE CHARGES**  
29 **AND COMPLAINTS IN EXIGENT CIRCUMSTANCES UNDER REGULATIONS ADOPTED BY**  
30 **THE BOARD.**

31           **(F) ~~(1) THE APPROPRIATE DEPUTY DIRECTOR SHALL PROSECUTE ANY~~**  
32 **~~CHARGE FOR WHICH THE BOARD HAS ISSUED A COMPLAINT IN A HEARING BEFORE~~**  
33 **PROVIDE RELEVANT INFORMATION GATHERED IN THE INVESTIGATION OF A CHARGE**

1 OR COMPLAINT OF UNFAIR LABOR PRACTICES TO THE BOARD ~~OR~~ AND THE OFFICE  
 2 OF ADMINISTRATIVE HEARINGS.

3 ~~(2)~~ (G) THE CHARGING PARTY HAS THE RIGHT TO PARTICIPATE IN  
 4 ANY HEARING BEFORE THE BOARD OR THE OFFICE OF ADMINISTRATIVE  
 5 HEARINGS.

6 ~~(G)~~ (H) THE BOARD SHALL ACCEPT DOCUMENTS FILED BY E-MAIL.

7 21-308.

8 (A) IF A PERSON FAILS TO COMPLY WITH AN ORDER ISSUED BY THE BOARD,  
 9 A MEMBER OF THE BOARD MAY PETITION THE CIRCUIT COURT TO ORDER THE  
 10 PERSON TO COMPLY WITH THE BOARD'S ORDER.

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

13 21-309.

14 (A) THE BOARD IS NOT BOUND BY ANY PRIOR REGULATION, ORDER,  
 15 ~~ACTION, OPINION, OR DECISION~~ OR ACTION OF THE STATE LABOR RELATIONS  
 16 BOARD, THE PUBLIC SCHOOL LABOR RELATIONS BOARD, OR THE STATE HIGHER  
 17 EDUCATION LABOR RELATIONS BOARD, EXCEPT FOR DECISIONS REGARDING UNIT  
 18 COMPOSITION UNDER § 21-401(C) OF THIS TITLE.

19 (B) THE BOARD IS BOUND BY PRIOR OPINIONS AND DECISIONS OF A LABOR  
 20 BOARD LISTED UNDER SUBSECTION (A) OF THIS SECTION.

21 ~~(B)~~ (C) A PRIOR ORDER, ~~ACTION, OPINION, OR DECISION~~ OR ACTION OF A  
 22 LABOR BOARD LISTED UNDER SUBSECTION (A) OF THIS SECTION OR ANY OTHER  
 23 BODY MAY BE CONSIDERED FOR ITS PERSUASIVE VALUE.

24 ~~(C)~~ (D) THE BOARD SHALL BE BOUND BY JUDICIAL ORDERS REGARDING  
 25 THE SCOPE OF BARGAINING UNDER TITLE 6, SUBTITLES 4 AND 5 OF THE  
 26 EDUCATION ARTICLE.

27 SUBTITLE 4. ELECTIONS AND CERTIFICATION OF EXCLUSIVE REPRESENTATIVES.

28 21-401.

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

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

3           **(2) THE BARGAINING UNIT INVOLVED IN THE PETITION IS**  
4 **DETERMINED TO BE AN APPROPRIATE BARGAINING UNIT UNDER § 21-403 OF THIS**  
5 **SUBTITLE.**

6           **(B) THE BOARD MAY NOT CONDUCT AN ELECTION FOR AN EXCLUSIVE**  
7 **REPRESENTATIVE OF A BARGAINING UNIT IF THE BOARD HAS CONDUCTED AN**  
8 **ELECTION OR CERTIFIED AN EXCLUSIVE REPRESENTATIVE FOR THAT BARGAINING**  
9 **UNIT WITHIN THE IMMEDIATELY PRECEDING 12 MONTHS.**

10           **(C) (1) AN EXCLUSIVE REPRESENTATIVE OR A BARGAINING UNIT IN**  
11 **EXISTENCE ON JUNE 30, 2023:**

12                   **(I) SHALL CONTINUE WITHOUT THE REQUIREMENT OF AN**  
13 **ELECTION AND CERTIFICATION UNTIL A QUESTION CONCERNING REPRESENTATION**  
14 **IS RAISED UNDER THIS TITLE; OR**

15                   **(II) UNTIL THE BOARD FINDS THE UNIT NOT TO BE**  
16 **APPROPRIATE AFTER CHALLENGE BY THE PUBLIC EMPLOYER, A MEMBER OF THE**  
17 **UNIT, OR AN EMPLOYEE ORGANIZATION.**

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

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

23 **21-402.**

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

26                   **(1) AN EMPLOYEE ORGANIZATION SEEKING CERTIFICATION AS AN**  
27 **EXCLUSIVE REPRESENTATIVE; OR**

28                   **(2) AN EMPLOYEE, A GROUP OF EMPLOYEES, OR AN EMPLOYEE**  
29 **ORGANIZATION SEEKING A NEW ELECTION TO DETERMINE AN EXCLUSIVE**  
30 **REPRESENTATIVE.**

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

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

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

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

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

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

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

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

21           **(2)    THE BOARD SHALL ACCEPT A SHOWING OF INTEREST FORM**  
22 **WHETHER OR NOT THE SIGNATURES ON THE FORM ARE ELECTRONIC OR**  
23 **HANDWRITTEN.**

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

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

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

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

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

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

12                           **1. NAME;**

13                           **2. POSITION CLASSIFICATION;**

14                           **3. HOME AND WORK SITE ADDRESSES WHERE THE**  
15 **EMPLOYEE RECEIVES INTEROFFICE OR UNITED STATES MAIL;**

16                           **4. HOME AND WORK SITE TELEPHONE NUMBERS;**

17                           **5. PERSONAL CELL PHONE NUMBER; AND**

18                           **6. WORK E-MAIL ADDRESS; AND**

19           **(II) IDENTIFY EACH PUBLIC EMPLOYEE THAT SHOULD BE**  
20 **EXCLUDED AS AN ELIGIBLE VOTER WITH A STATEMENT EXPLAINING THE REASON**  
21 **FOR THE EXCLUSION.**

22           **(3) A PUBLIC EMPLOYER MAY NOT CHALLENGE THE ELIGIBILITY OF**  
23 **A PUBLIC EMPLOYEE'S VOTE IN AN ELECTION IF THE EMPLOYER FAILS TO EXPLAIN**  
24 **AS REQUIRED UNDER PARAGRAPH (2) OF THIS SUBSECTION THE REASON FOR**  
25 **EXCLUDING A PUBLIC EMPLOYEE UNDER THIS SUBSECTION.**

26           **(4) ON APPLICATION BY A PUBLIC EMPLOYER OR AN EMPLOYEE**  
27 **ORGANIZATION, THE BOARD MAY DETERMINE THAT A PUBLIC EMPLOYER SHALL BE**  
28 **DESIGNATED AS A JOINT PUBLIC EMPLOYER OF A PUBLIC EMPLOYEE WITHIN A**  
29 **BARGAINING UNIT UNDER THIS SUBTITLE WHEN THE DESIGNATION WOULD BEST**  
30 **EFFECTUATE THE PURPOSES OF THIS TITLE.**

31 **21-403.**



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

6           **(2) IF THERE IS NO DISPUTE ABOUT THE APPROPRIATENESS OF THE**  
7 **ESTABLISHMENT OF THE BARGAINING UNIT, THE BOARD SHALL ISSUE AN ORDER**  
8 **DEFINING AN APPROPRIATE BARGAINING UNIT.**

9           **(3) IF THERE IS A DISPUTE ABOUT THE APPROPRIATENESS OF THE**  
10 **ESTABLISHMENT OF THE BARGAINING UNIT, THE BOARD SHALL:**

11                   **(I) CONDUCT A HEARING; AND**

12                   **(II) ISSUE AN ORDER DEFINING AN APPROPRIATE BARGAINING**  
13 **UNIT.**

14           **(B) IF THE APPROPRIATE BARGAINING UNIT AS DETERMINED BY THE**  
15 **BOARD DIFFERS FROM THE BARGAINING UNIT DESCRIBED IN THE PETITION, THE**  
16 **BOARD MAY:**

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

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

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

22 **21-404.**

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

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

27                   **(i) GIVE INDIVIDUAL MEMBERS THE RIGHT TO PARTICIPATE IN**  
28 **ACTIVITIES OF THE ORGANIZATION;**

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

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

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

9 **21-405.**

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

13                   **(2) WITHIN 10 DAYS AFTER DETERMINING THAT A VALID PETITION**  
14 **HAS BEEN SUBMITTED UNDER § 21-402 OF THIS SUBTITLE, THE PUBLIC EMPLOYER,**  
15 **AS APPROPRIATE, SHALL MAKE AVAILABLE TO ALL INTERESTED EMPLOYEE**  
16 **ORGANIZATIONS REASONABLE AND EQUIVALENT MEANS TO COMMUNICATE BY MAIL**  
17 **AND IN PERSON WITH EACH EMPLOYEE IN THE APPROPRIATE BARGAINING UNIT FOR**  
18 **THE PURPOSE OF SOLICITING THE EMPLOYEE'S VOTE IN AN ELECTION HELD UNDER**  
19 **THIS SECTION.**

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

23           **(C) (1) (i) THE BOARD SHALL CONDUCT THE ELECTION:**

24                           **1. BY SECRET BALLOT; AND**

25                           **2. SUBJECT TO SUBPARAGRAPH (II) OF THIS**  
26 **PARAGRAPH, IN WHOLE OR IN PART BY IN-PERSON VOTING, MAIL, OR AN**  
27 **ELECTRONIC VOTING SYSTEM.**

28                   **(II) THE BOARD MAY DESIGNATE THE TIME PERIOD FOR**  
29 **IN-PERSON VOTING UNDER SUBPARAGRAPH (III) OF THIS PARAGRAPH ONLY AFTER**  
30 **CONSULTING WITH THE PUBLIC EMPLOYER AND EMPLOYEE ORGANIZATIONS ON THE**  
31 **BALLOT.**

32                   **(III) 1. THE BOARD SHALL ALLOW AT LEAST 10 DAYS OF**  
33 **VOTING FOR AN ELECTION CONDUCTED UNDER SUBPARAGRAPH (I) OF THIS**

1 PARAGRAPH, UNLESS AN EMPLOYEE ORGANIZATION ON THE BALLOT REQUESTS AN  
2 EXTENSION.

3                   **2. IF THE VOTING SYSTEM IS INOPERABLE, THE BOARD**  
4 **MAY EXTEND THE TIME PERIOD FOR VOTING.**

5                   **(2) (I) AN EMPLOYEE ORGANIZATION ON A BALLOT MAY REQUEST**  
6 **A PREFERRED METHOD OF VOTING AT THE TIME A PETITION FOR ELECTION IS FILED**  
7 **WITH THE BOARD.**

8                   **(II) EXCEPT AS PROVIDED IN SUBPARAGRAPH (III) OF THIS**  
9 **PARAGRAPH, THE BOARD SHALL DESIGNATE THE METHOD OF VOTING BASED ON**  
10 **THE REQUESTS OF THE EMPLOYEE ORGANIZATIONS ON THE BALLOT.**

11                   **(III) IF THERE IS A DISPUTE BETWEEN TWO OR MORE EMPLOYEE**  
12 **ORGANIZATIONS ON THE BALLOT OVER THE METHOD OF VOTING, THE BOARD MAY**  
13 **DESIGNATE THE METHOD OF VOTING.**

14                   **(3) THE BOARD SHALL PLACE THE FOLLOWING CHOICES ON THE**  
15 **BALLOT:**

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

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

20                   **(III) THE NAME OF EACH EMPLOYEE ORGANIZATION**  
21 **DESIGNATED IN A PETITION FILED WITH THE BOARD, WITHIN 15 DAYS OF NOTICE OF**  
22 **THE PENDING ELECTION PETITION, THAT INCLUDES THE SIGNATURES OF AT LEAST**  
23 **10% OF THE EMPLOYEES IN THE APPROPRIATE BARGAINING UNIT; AND**

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

25                   **(D) IF NONE OF THE CHOICES ON A BALLOT RECEIVES A MAJORITY OF THE**  
26 **VOTES CAST IN AN ELECTION, THE BOARD SHALL CONDUCT A RUNOFF ELECTION**  
27 **BETWEEN THE CHOICES THAT RECEIVED THE TWO HIGHEST NUMBER OF VOTES IN**  
28 **THE ELECTION.**

29 **21-406.**

30                   **(A) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, THE**  
31 **BOARD SHALL CERTIFY AS EXCLUSIVE REPRESENTATIVE THE EMPLOYEE**

1 ORGANIZATION RECEIVING THE VOTES IN AN ELECTION FROM A MAJORITY OF THE  
2 EMPLOYEES VOTING IN THE ELECTION.

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

6 (C) NOTWITHSTANDING ANY OTHER PROVISION OF THIS SUBTITLE, THE  
7 BOARD SHALL CERTIFY THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE  
8 REPRESENTATIVE WITHOUT AN ELECTION IF:

9 (1) A PETITION FOR AN EXCLUSIVE REPRESENTATIVE HAS BEEN  
10 FILED FOR A BARGAINING UNIT;

11 (2) THE BOARD FINDS THAT A MAJORITY OF THE EMPLOYEES IN THE  
12 BARGAINING UNIT HAVE SIGNED VALID AUTHORIZATIONS DESIGNATING THE  
13 EMPLOYEE ORGANIZATION AS THEIR EXCLUSIVE REPRESENTATIVE; AND

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

16 21-407.

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

20 SUBTITLE 5. COLLECTIVE BARGAINING.

21 21-501.

22 ~~(A)~~ REPRESENTATIVES OF PUBLIC EMPLOYERS AND EXCLUSIVE  
23 REPRESENTATIVES SHALL MEET AT REASONABLE TIMES AND ENGAGE IN  
24 COLLECTIVE BARGAINING IN GOOD FAITH AND TO CONCLUDE A WRITTEN  
25 MEMORANDUM OF UNDERSTANDING OR OTHER NEGOTIATED AGREEMENT IN  
26 ACCORDANCE WITH TITLE 6, SUBTITLE 4 OR 5 OF THE EDUCATION ARTICLE, TITLE  
27 16, SUBTITLE 7 OF THE EDUCATION ARTICLE, OR TITLE 3 OF THE STATE  
28 PERSONNEL AND PENSIONS ARTICLE.

29 ~~(B) EACH NEGOTIATED AGREEMENT BETWEEN A PUBLIC EMPLOYER AND~~  
30 ~~AN EXCLUSIVE REPRESENTATIVE SHALL CONTAIN A PROCEDURE BY WHICH A~~  
31 ~~DISPUTE REGARDING THE TERMS AND APPLICATIONS OF THE NEGOTIATED~~  
32 ~~AGREEMENT MAY BE RESOLVED BY AN IMPARTIAL ARBITER IN A PROCEEDING~~

1 ~~WHICH BINDS BOTH THE PUBLIC EMPLOYER AND THE EMPLOYEE ORGANIZATION TO~~  
2 ~~THE RESULT.~~

3 ~~21-502.~~

4 ~~(A) THIS SECTION APPLIES TO EMPLOYEE ORGANIZATIONS THAT~~  
5 ~~REPRESENT PUBLIC EMPLOYEES ENTITLED TO USE THE GRIEVANCE AND APPEAL~~  
6 ~~PROCEDURES ESTABLISHED UNDER:~~

7 ~~(1) TITLES 11 AND 12 OF THE STATE PERSONNEL AND PENSIONS~~  
8 ~~ARTICLE;~~

9 ~~(2) TITLE 13, SUBTITLE 2 OF THE EDUCATION ARTICLE;~~

10 ~~(3) § 14-302, § 14-408, OR § 16-510 OF THE EDUCATION ARTICLE; OR~~

11 ~~(4) § 2-103.4(D) OF THE TRANSPORTATION ARTICLE.~~

12 ~~(B) IF MEMBERS OF AN EMPLOYEE ORGANIZATION ARE ENTITLED TO RAISE~~  
13 ~~GRIEVANCES OF PUBLIC EMPLOYER ACTIONS UNDER THE GRIEVANCE AND APPEAL~~  
14 ~~PROCEDURES ESTABLISHED UNDER A PROVISION OF LAW LISTED UNDER~~  
15 ~~SUBSECTION (A) OF THIS SECTION, THE GRIEVANCE AND APPEAL PROCEDURES~~  
16 ~~SHALL SERVE AS THE PROCEDURE FOR THE RESOLUTION OF DISPUTES REGARDING~~  
17 ~~THE TERMS AND APPLICATION OF MEMORANDA OF UNDERSTANDING, NEGOTIATED~~  
18 ~~AGREEMENTS, OR OTHER FINAL WRITTEN AGREEMENTS, TO WHICH EMPLOYEE~~  
19 ~~ORGANIZATIONS ARE A PARTY.~~

20 ~~(C) AN EXCLUSIVE REPRESENTATIVE MAY GRIEVE ALLEGED VIOLATIONS~~  
21 ~~OF A MEMORANDUM OF UNDERSTANDING, NEGOTIATED AGREEMENT, OR OTHER~~  
22 ~~FINAL WRITTEN AGREEMENT, AS THE REAL PARTY IN INTEREST UNDER A~~  
23 ~~GRIEVANCE PROCEDURE ESTABLISHED UNDER A PROVISION OF LAW LISTED UNDER~~  
24 ~~SUBSECTION (A) OF THIS SECTION.~~

25 ~~(D) THE OFFICE OF ADMINISTRATIVE HEARINGS SHALL HAVE~~  
26 ~~JURISDICTION TO RESOLVE ANY DISPUTE REGARDING A MEMORANDUM OF~~  
27 ~~UNDERSTANDING, NEGOTIATED AGREEMENT, OR OTHER FINAL WRITTEN~~  
28 ~~AGREEMENT, WHEN GRIEVED THROUGH A GRIEVANCE PROCEDURE CITED IN~~  
29 ~~SUBSECTION (A) OF THIS SECTION.~~

30 SUBTITLE 6. SHORT TITLE.

31 21-601.



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

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

- 7 (i) after-school program counselors;
- 8 (ii) American Sign Language specialists;
- 9 (iii) athletic trainers;
- 10 (iv) behavior specialists;
- 11 (v) clerical aides;
- 12 (vi) dorm counselors;
- 13 (vii) employment specialists;
- 14 (viii) instructional technology resource specialists;
- 15 (ix) librarians;
- 16 (x) literacy and reading specialists;
- 17 (xi) occupational therapists;
- 18 (xii) orientation and mobility specialists;
- 19 (xiii) physical therapists;
- 20 (xiv) school counselors;
- 21 (xv) school IEP coordinators;
- 22 (xvi) school nurses;
- 23 (xvii) school social workers;
- 24 (xviii) speech-language pathologists;
- 25 (xix) student support specialists;
- 26 (xx) teachers;

- 1 (xxi) teacher aides;
- 2 (xxii) transition coordinators; and
- 3 (xxiii) work-to-learn specialists.

4 (2) "Faculty at the Maryland School for the Deaf" does not include officers  
5 or supervisory employees at the Maryland School for the Deaf.

6 (h) "President" means:

7 (1) with regard to a constituent institution, as defined in § 12-101 of the  
8 Education Article, the president of the constituent institution;

9 (2) with regard to a center or institute, as those terms are defined in §  
10 12-101 of the Education Article, the president of the center or institute;

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

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

15 (i) "System institution" means:

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

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

20 (3) the University System of Maryland Office.

21 3-102.

22 **(C) EMPLOYEES, EMPLOYERS, AND EXCLUSIVE REPRESENTATIVES**  
23 **SUBJECT TO THIS TITLE ARE SUBJECT TO THE PROVISIONS OF TITLE 21 OF THE**  
24 **STATE GOVERNMENT ARTICLE.**

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



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

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

5                   **1. ALL ELIGIBLE NONEXEMPT EMPLOYEES, AS**  
6 **DESCRIBED IN THE FEDERAL FAIR LABOR STANDARDS ACT, EXCEPT ELIGIBLE**  
7 **SWORN POLICE OFFICERS;**

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

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

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

15           **(II) THE FOLLOWING INDIVIDUALS AND ENTITIES SHALL**  
16 **ASSIGN CLASSIFICATION TITLES AND POSITIONS TO BARGAINING UNITS AT THE**  
17 **FOLLOWING INSTITUTIONS:**

18                   **1. AT A SYSTEM INSTITUTION, THE PRESIDENT OF THE**  
19 **SYSTEM INSTITUTION; AND**

20                   **2. AT MORGAN STATE UNIVERSITY, ST. MARY'S**  
21 **COLLEGE OF MARYLAND, OR BALTIMORE CITY COMMUNITY COLLEGE, THE**  
22 **GOVERNING BOARD OF THE INSTITUTION.**

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

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

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

29 3-501.

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

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

6 3–502.

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

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

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

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

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

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

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

21 1. A. the Department;

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

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

27 2. the exclusive representative.

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

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

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

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

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

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

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

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

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

20           (b) Any investigation, litigation, or other action pending before the State Labor  
21 Relations Board, State Higher Education Labor Relations Board, and Public School Labor  
22 Relations Board on June 30, 2023 shall continue before the Public Employee Relations  
23 Board.

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

29           SECTION 8. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
30 1, 2023.