



Montgomery County Lodge 35, Inc.

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Testimony of Fraternal Order of Police Lodge 35

HB 687 - Law Enforcement Officers' Bill of Rights - Uniform Disciplinary Procedures

UNFAVORABLE

Dear Chair Clippinger, Vice Chair Atterbeary and honorable members of the House Judiciary Committee

I behalf of Montgomery County Fraternal Order of Police Lodge 35 and our 1400 active and retired Montgomery County law enforcement officers, please accept this letter in the strongest possible opposition to HB 687.

House Bill 687 is detrimental to due process for law enforcement officers across the State of Maryland. If passed, HB 687 will impair law enforcement officers' collective bargaining rights, making the rights of our law enforcement officers different from all other represented employees in the State of Maryland.

Specifically, the bill adversely impacts existing agreements in Maryland Home Rule jurisdictions, where collective bargaining exists under local law, and under which due process rights are guaranteed. HB 687 seeks to undermine our due process and collective bargaining rights, which is patently unfair, and impacts law enforcement employees represented by a labor union unequally. For example, in jurisdictions where an agreement over employee discipline exists, HB 687 would reduce such bargaining rights that provide law enforcement members with labor fairness and equity in a disciplinary process. Doing so is an affront to the rights of those employees, and the accountability that must be achieved through effective management and the appropriate due process.

Montgomery County has long provided a disciplinary process to provide officers with fair and equitable treatment. It is and has been a process that is fair and transparent for both law enforcement and the public. We urge this committee to recognize the viability and effectiveness of our collective bargaining, and to reject this and any other effort to undermine or impair bargaining rights.

For the forgoing reasons, we thank this committee for your consideration, and respectfully ask for an unfavorable committee report.