



HOUSE APPROPRIATIONS COMMITTEE

Senate Bill 79

State Personnel – Education and Transportation – Grievance Procedures

March 21, 2023

Favorable with Amendment

Chair Barnes, Vice Chair Chang and members of the committee, thank you for the opportunity to offer testimony on Senate Bill 79. The USM’s long-standing grievance procedure is codified under Title 13, subtitle 2 of the Education Article and referenced in USM [BOR Policy VII – 8.00](#), approved by the USM Board of Regents.

Senate Bill 79 seemed to suggest that an employee in the USM may be permitted to file a grievance on practically anything and everything, including the “general level of wages” and “other broad areas of financial management”- the breadth and scope of which cannot be understated. If interpreted in this way, an employee could have challenged an institution’s financial management or staffing decisions through the grievance procedure.

It's reasonable that an employee is permitted to grieve an institution’s decision to accurately or timely pay wages due to that employee. **The USM remains supportive of amendments to the USM grievance statute under the Education Article to clarify that such payroll disputes would be subject to the established grievance procedure.**

The only other change USM had discussed, which is more of a clarifying change, would be to insert the word "***applicable***" before each of the available grievance processes listed in Senate Bill 79. The USM wants to be clear, for example, that an employee working for another state agency couldn't file a grievance under USM’s process and vice versa.

Proposed Clarifying Amendment

Page 2; line 17 add the word "***applicable.***"

*“2-407. (a) If an appointing authority does not report payroll information in accordance with § 2-402 of this subtitle, the employee or the employee’s exclusive representative may initiate a grievance under the **applicable** grievance procedure established under...”*



About the University System of Maryland

The University System of Maryland (USM)—one system made up of twelve institutions, three regional centers, and a central office—awards eight out of every ten bachelor’s degrees in the State of Maryland. The USM is governed by a Board of Regents, comprised of twenty-one members from diverse professional and personal backgrounds. The chancellor, Dr. Jay Perman, oversees and manages the operations of USM. However, each constituent institution is run by its own president who has authority over that university. Each of USM’s 12 institutions has a distinct and unique approach to the mission of educating students and promoting the economic, intellectual, and cultural growth of its surrounding community. These institutions are located throughout the state, from western Maryland to the Eastern Shore, with the flagship campus in the Washington suburbs. The USM includes Historically Black Colleges and Universities, comprehensive institutions, research universities, and the country’s largest public online institution.

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