



SENATE BILL 421 State Personnel – Teleworking Programs, Policies, Guidelines - Requirements

STATEMENT OF INFORMATION

DATE: March 3, 2023

COMMITTEE: Finance

SUMMARY OF BILL: SB 421 specifies requirements for teleworking programs for state employees.

EXPLANATION: The bill establishes criteria to allow state employees to telework, outlines specific requirements for agency telework programs, and establishes that employees may file a grievance to dispute the termination of a telework agreement.

Changes to the state's telework policies are subject to negotiations with the exclusive bargaining representatives. The Department of Budget and Management (DBM) recognizes the value of telework as an integral part of the state's recruitment and retention efforts.

However, DBM believes that the needs of the workforce change over time. Therefore, DBM would like the Committee to consider that it is in the best interest of the state to avoid prescribing the specifics of the telework programs in statute. This will allow policies to be adaptable to emerging workforce needs as agreed upon by the state and the exclusive bargaining representatives.

**For additional information, contact Cindy Kollner at
(410) 767-4716 or cindy.kollner@maryland.gov.**