

This Bill No. 25-012 having been vetoed by the County Executive, was reconsidered by the County Council on the 15th day of December 2025 (SLSD 25-032), having received at least (5) votes in the affirmative, the veto was overridden. This Bills becomes law on December 15, 2025.

EFFECTIVE: February 13, 2026

HARFORD COUNTY BILL NO. 25-012

Brief Title (Article I Labor Relations of Chapter 38 Personnel of the Harford County Code)

is herewith submitted to the County Council of Harford County for enrollment as being the text as finally passed.

CERTIFIED TRUE AND CORRECT

Mylicia A. Dixon
Council Administrator

Date 9/1/18/25

ENROLLED

Robert M. Vincent
Council President

Date 11/18/25

BY THE COUNCIL

Read the third time.

Passed: LSD 25-029

Failed of Passage: _____

By Order

Mylicia A. Dixon
Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this 19th
Day of November 2025, at 3:00 p.m.

Mylicia A. Dixon
Council Administrator



BY THE EXECUTIVE

COUNTY EXECUTIVE

APPROVED: Date _____

BY THE COUNCIL

In accordance with Article III, Section 311 of the Harford County Charter, I hereby veto Bill No. 25-012.

12/10/25
Date

[Signature]
County Executive

COUNTY COUNCIL
OF
HARFORD COUNTY, MARYLAND
BILL NO. 25-012

Introduced by Council Member Bennett

Legislative Day No. 25-024

Date September 16, 2025

AN ACT to repeal and reenact, with amendments, Section 38-6, Rights and duties of certified employee organizations; to repeal and reenact, with amendments, Subsection A, of Section 38-8, Negotiation Procedures, all of Article I, Labor Relations, of Chapter 38, Personnel, of the Harford County Code, as amended, to require that the memoranda of agreement with the certified employee organizations provide for binding arbitration for certain grievances related to the interpretation, implementation, enforcement or application of the memorandum of agreement; and to provide authority for the representative units to propose amendments to Chapter 38 of the Harford County Code during the negotiation process; and generally related to certified employee organizations.

By the Council, September 16, 2025

Introduced, read first time, ordered posted and public hearing scheduled:

on: October 21, 2025

at: 6:45 PM

By Order: *Mylin A. Dixon*, Council Administrator

PUBLIC HEARING

Having been posted and notice of time and place of hearing and title of Bill having been published according to the Charter, a public hearing was held on October 21, 2025, and concluded on October 21, 2025.

Mylin A. Dixon, Council Administrator

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law. Underlining indicates language added to Bill by amendment. Language lined through indicates matter stricken out of Bill by amendment.

Section 1. Be It Enacted By The County Council of Harford County, Maryland that Section 38-6, Rights and duties of certified employee organizations, be, and it is hereby, repealed and reenacted with amendments; that Subsection A, of Section 38-8, Negotiation procedures, be, and it is hereby, repealed and reenacted with amendments; all of Article I, Labor Relations, of Chapter 38, Personnel, of the Harford County Code, as amended, all to read as follows:

Chapter 38 Personnel

Article I. Labor Relations

§ 38-6. Rights and duties of certified employee organizations.

The rights and duties of a certified employee organization shall be as follows:

- A. When an employee organization has been certified, such employee organization shall have the right and duty, through appropriate officials and representatives, to negotiate collectively with the county in matters related to wages, hours, working conditions and other terms of employment of all employees in the representation unit, without discrimination and without regard to any employee organization membership.
- B. The term “negotiation” as used in the Article, shall include the duty to confer in good faith at reasonable times and to reduce to a memorandum of agreement the matters agreed upon as a result of such meetings and conferences when all issues have been resolved, which memorandum shall be signed by the duly authorized county and employee organization representatives. EXCEPT AS SET FORTH IN SECTION 607 OF THE CHARTER, THE MEMORANDUM OF AGREEMENT SHALL PROVIDE THAT A GRIEVANCE AS TO THE INTERPRETATION, IMPLEMENTATION, ENFORCEMENT OR APPLICATION OF THE TERMS OF THE MEMORANDUM OF AGREEMENT SHALL BE SUBJECT TO BINDING ARBITRATION. Nothing

1 contained in this Article shall preclude any employee, regardless of employee
2 organization membership, from bringing matters of personal concern to the attention of
3 appropriate officials or from choosing his own representative in a grievance or appellate
4 action.

5 C. Neither the county nor any employee organization shall engage in any unfair labor
6 practice as set forth in any applicable federal or state law.

7 D. Any employee organization which is accorded exclusive recognition shall not deny
8 membership to any employee in the appropriate unit, except for failure to meet
9 reasonable occupational standards uniformly required for admission or for failure to
10 tender initiation fees and dues uniformly required as a condition of acquiring and
11 retaining membership. This subsection does not preclude an employee organization from
12 enforcing discipline in accordance with its constitution or bylaws which conform to the
13 requirements of this Article.

14 **§ 38-8. Negotiation Procedures.**

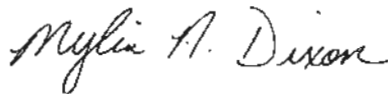
15 A. Negotiations between the county and exclusive representative units shall be commenced
16 no later than November 1 for the next contract year. Negotiations shall be conducted
17 individually and separately with each representative unit. All negotiations for the ensuing
18 contract year shall be finalized prior to March 1 next preceding that contract year.
19 Contracts with representative units shall not be signed for a contract year until after the
20 current expense budget is adopted for that contract year by the County Council. AS
21 PART OF THE NEGOTIATION PROCESS, EACH REPRESENTATIVE UNIT MAY
22 PROPOSE IN WRITING ONE AMENDMENT TO CHAPTER 38 OF THE COUNTY
23 CODE. THE AMENDMENT SHALL BE PROVIDED TO THE COUNTY

1 EXECUTIVE FOR REVIEW. THE COUNTY EXECUTIVE SHALL RESPOND TO
2 THE PROPOSAL IN WRITING, WITHIN 60 CALENDAR DAYS OF RECEIPT OF
3 THE PROPOSED AMENDMENT, EITHER IN SUPPORT OF THE PROPOSED
4 AMENDMENT, IN SUPPORT WITH MODIFICATIONS, OR AGAINST THE
5 PROPOSED AMENDMENT WITH A RATIONALE EXPLAINING THE REASON
6 FOR THE OPPOSITION. THIS WRITTEN RESPONSE WILL BE SHARED WITH
7 THE REPRESENTATIVE UNIT AND THE COUNTY COUNCIL PRESIDENT PRIOR
8 TO MARCH 1.

9 **Section 2.** And Be It Further Enacted that this Act shall take effect 60 calendar days from the
10 date it becomes law.

EFFECTIVE: February 13, 2026

*The Council Administrator does hereby certify that
seven (7) copies of this Bill are immediately available for
distribution to the public and the press.*



Council Administrator