

# SENATE BILL 591

F5  
SB 352/23 – FIN & EEE

4lr1667  
CF HB 609

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By: **Senators Lam, Klausmeier, Guzzone, Augustine, Salling, M. Washington, Kramer, Jackson, Hettleman, Muse, King, and Rosapepe**

Introduced and read first time: January 26, 2024

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 17, 2024

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

1 AN ACT concerning

2 **Education – Public Libraries – Collective Bargaining**  
3 **(Library Workers Empowerment Act)**

4 FOR the purpose of authorizing employees of certain public libraries to form, join, and  
5 participate in an employee organization and engage in certain other activities related  
6 to collective bargaining; requiring certain employers and certified exclusive  
7 representatives to engage in good faith bargaining; establishing a collective  
8 bargaining process for employees of certain public libraries; establishing a process  
9 for resolving impasses during collective bargaining; prohibiting employers and  
10 employee organizations from engaging in certain actions regarding the exercise of an  
11 employee’s rights under this Act; prohibiting employers, employees, and employee  
12 organizations from engaging in certain actions related to strikes, work stoppages,  
13 boycotts, and lockouts; repealing certain provisions of law rendered obsolete by  
14 certain provisions of this Act; and generally relating to collective bargaining for  
15 employees of public libraries.

16 BY repealing

17 Article – Education

18 Section 23–601 through 23–614 and the subtitle “Subtitle 6. Howard County Library  
19 System – Collective Bargaining”

20 Annotated Code of Maryland

21 (2022 Replacement Volume and 2023 Supplement)

22 BY adding to

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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 Article – Education

2 Section 23–901 through 23–913 to be under the new subtitle “Subtitle 9. Public  
3 Libraries – Collective Bargaining”

4 Annotated Code of Maryland

5 (2022 Replacement Volume and 2023 Supplement)

6 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

7 That Section(s) 23–601 through 23–614 and the subtitle “Subtitle 6. Howard County  
8 Library System – Collective Bargaining” of Article – Education of the Annotated Code of  
9 Maryland be repealed.

10 SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read  
11 as follows:

12 **Article – Education**

13 **SUBTITLE 9. PUBLIC LIBRARIES – COLLECTIVE BARGAINING.**

14 **23–901.**

15 (A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS  
16 INDICATED.

17 (B) (1) “CERTIFIED EXCLUSIVE REPRESENTATIVE” MEANS THE  
18 EMPLOYEE ORGANIZATION THAT HAS BEEN CERTIFIED AS THE COLLECTIVE  
19 BARGAINING AGENT FOR A BARGAINING UNIT.

20 (2) “CERTIFIED EXCLUSIVE REPRESENTATIVE” INCLUDES AN  
21 EMPLOYEE ORGANIZATION CERTIFIED TO EXCLUSIVELY REPRESENT PUBLIC  
22 LIBRARY EMPLOYEES BEFORE JULY 1, 2024.

23 (C) “CONFIDENTIAL EMPLOYEE” MEANS AN EMPLOYEE WHO:

24 (1) IS REQUIRED TO DEVELOP OR PRESENT MANAGEMENT POSITIONS  
25 WITH RESPECT TO EMPLOYER–EMPLOYEE RELATIONS; AND

26 (2) WHOSE DUTIES NORMALLY REQUIRE ACCESS TO CONFIDENTIAL  
27 INFORMATION THAT CONTRIBUTES SIGNIFICANTLY TO THE DEVELOPMENT OF THE  
28 MANAGEMENT POSITIONS WITH RESPECT TO EMPLOYER–EMPLOYEE RELATIONS.

29 (D) “DIRECTOR” MEANS THE DIRECTOR, CHIEF EXECUTIVE OFFICER, OR  
30 CHIEF OFFICER OF THE APPLICABLE PUBLIC LIBRARY SYSTEM, OR THE DESIGNEE  
31 OF THE DIRECTOR, CHIEF EXECUTIVE OFFICER, OR CHIEF OFFICER.

1 (E) (1) "EMPLOYEE" MEANS A FULL-TIME OR PART-TIME EMPLOYEE OF  
2 A PUBLIC LIBRARY SYSTEM.

3 (2) "EMPLOYEE" DOES NOT INCLUDE A CONFIDENTIAL EMPLOYEE,  
4 MANAGEMENT EMPLOYEE, OR SUPERVISORY EMPLOYEE.

5 (F) "EMPLOYEE ORGANIZATION" MEANS AN ORGANIZATION THAT ADMITS  
6 EMPLOYEES OF THE EMPLOYER AS MEMBERS AND HAS AS A PRIMARY PURPOSE THE  
7 REPRESENTATION OF THE EMPLOYEES IN THEIR RELATIONS WITH THE EMPLOYER.

8 (G) "EMPLOYER" MEANS A PUBLIC LIBRARY SYSTEM AND, WHERE  
9 APPLICABLE, THE BOARD OF TRUSTEES FOR THE PUBLIC LIBRARY SYSTEM.

10 (H) "~~GOVERNING~~ FUNDING BODY" MEANS:

11 (1) (I) FOR A CHARTER COUNTY THAT DOES NOT HAVE AN  
12 ELECTED CHIEF EXECUTIVE OFFICER, THE COUNTY COUNCIL; ~~OR~~

13 (II) FOR A CHARTER COUNTY THAT HAS AN ELECTED CHIEF  
14 EXECUTIVE OFFICER, ~~THE COUNTY COUNCIL OR THE COUNTY COUNCIL AND THE~~  
15 ~~COUNTY EXECUTIVE~~ THE GOVERNING BODY OF THE COUNTY, AS PROVIDED BY THE  
16 COUNTY CHARTER; OR

17 ~~(2)~~ (III) FOR A CODE OR COMMISSION COUNTY, THE COUNTY  
18 COMMISSIONERS; OR

19 ~~(3)~~ (2) FOR BALTIMORE CITY, THE MAYOR AND CITY COUNCIL OF  
20 BALTIMORE CITY.

21 (I) "MANAGEMENT EMPLOYEE" MEANS AN EMPLOYEE WHO GENERALLY  
22 HAS AUTHORITY AND WHO:

23 (1) FORMULATES POLICY THAT IS APPLICABLE THROUGHOUT A  
24 BARGAINING UNIT;

25 (2) HAS A SIGNIFICANT ROLE IN PERSONNEL ADMINISTRATION,  
26 EMPLOYEE RELATIONS, OR THE PREPARATION AND ADMINISTRATION OF BUDGETS  
27 FOR THE EMPLOYER; OR

28 (3) MAY REASONABLY BE REQUIRED TO:

29 (I) ASSIST DIRECTLY IN THE PREPARATION FOR AND CONDUCT  
30 OF COLLECTIVE BARGAINING NEGOTIATIONS ON BEHALF OF THE EMPLOYER; OR

1 (II) HAVE A MAJOR ROLE IN THE ADMINISTRATION OF  
2 RESULTING COLLECTIVE BARGAINING AGREEMENTS.

3 (J) (1) "PUBLIC LIBRARY SYSTEM" MEANS A COUNTY PUBLIC LIBRARY  
4 SYSTEM.

5 (2) "PUBLIC LIBRARY SYSTEM" INCLUDES THE ENOCH PRATT FREE  
6 LIBRARY.

7 (3) "PUBLIC LIBRARY SYSTEM" DOES NOT INCLUDE THE PUBLIC  
8 LIBRARY SYSTEM OF BALTIMORE COUNTY, MONTGOMERY COUNTY, OR PRINCE  
9 GEORGE'S COUNTY.

10 (K) "SUPERVISORY EMPLOYEE" MEANS AN EMPLOYEE WHO IS AUTHORIZED  
11 TO:

12 (1) HIRE, TRANSFER, SUSPEND, LAY OFF, RECALL, PROMOTE,  
13 DISCHARGE, ASSIGN, REWARD, OR DISCIPLINE EMPLOYEES;

14 (2) RESPONSIBLY DIRECT EMPLOYEES FOR MORE THAN 50% OF THE  
15 EMPLOYEE'S WORKING HOURS; OR

16 (3) ADDRESS AND RESOLVE THE GRIEVANCES OF EMPLOYEES.

17 23-902.

18 (A) THERE MAY BE NOT MORE THAN TWO BARGAINING UNITS AT EACH  
19 PUBLIC LIBRARY SYSTEM INCLUDING:

20 (1) ONE BARGAINING UNIT FOR EMPLOYEES; AND

21 (2) ONE BARGAINING UNIT FOR SUPERVISORY EMPLOYEES.

22 (B) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, A  
23 BARGAINING UNIT MAY CONTAIN FULL-TIME OR PART-TIME EMPLOYEES.

24 (2) A BARGAINING UNIT MAY NOT INCLUDE VOLUNTEERS OR  
25 TEMPORARY EMPLOYEES WITH LESS THAN 90 DAYS OF SERVICE IN A 12-MONTH  
26 PERIOD.

27 (C) (1) THIS SUBTITLE MAY NOT BE CONSTRUED TO MODIFY OR  
28 TERMINATE A BARGAINING UNIT THAT WAS RECOGNIZED OR IN EXISTENCE ON OR  
29 BEFORE JUNE 30, 2024.

1           **(2) (I) IF AN EMPLOYEE ORGANIZATION HAS BEEN CERTIFIED**  
2 **UNDER STATE OR LOCAL LAW ON OR BEFORE JUNE 30, 2024, TO BE AN EXCLUSIVE**  
3 **REPRESENTATIVE OF EMPLOYEES OF A PUBLIC LIBRARY SYSTEM, THE EMPLOYER**  
4 **SHALL ACCRETE ALL ELIGIBLE POSITIONS INTO THE EXISTING BARGAINING UNIT IN**  
5 **ACCORDANCE WITH THIS SECTION ON REQUEST OF THE EXCLUSIVE**  
6 **REPRESENTATIVE.**

7           **(II) AN ACCRETION UNDER THIS SUBSECTION SHALL BE**  
8 **SUBJECT TO A SHOWING OF INTEREST AND ELECTION BY EMPLOYEES IN THE**  
9 **ACCRETED POSITIONS IN ACCORDANCE WITH THE PROCEDURES UNDER § 23-907 OF**  
10 **THIS SUBTITLE.**

11 **23-903.**

12           **(A) AN EMPLOYEE WHO MAY EFFECTIVELY RECOMMEND AN ACTION LISTED**  
13 **IN § 23-901(I) OF THIS SUBTITLE MAY BE DEEMED A MANAGEMENT EMPLOYEE IF**  
14 **THE EMPLOYEE'S EXERCISE OF THE AUTHORITY REQUIRES THE EXERCISE OF**  
15 **INDEPENDENT JUDGMENT AND IS NOT MERELY OF A ROUTINE OR CLERICAL**  
16 **NATURE.**

17           **(B) THE EXERCISE OF ANY SINGLE FUNCTION LISTED IN § 23-901(I) OF THIS**  
18 **SUBTITLE MAY NOT NECESSARILY REQUIRE THE CONCLUSION THAT THE**  
19 **INDIVIDUAL EXERCISING THAT FUNCTION IS IN FACT A MANAGEMENT EMPLOYEE**  
20 **WITHIN THE MEANING OF THE DEFINITION.**

21           **(C) IN DIFFERENTIATING A MANAGEMENT EMPLOYEE FROM A**  
22 **NONMANAGEMENT EMPLOYEE:**

23           **(1) A CLASS TITLE ALONE MAY NOT BE THE BASIS FOR**  
24 **DETERMINATION; AND**

25           **(2) THE NATURE OF THE MANAGEMENT EMPLOYEE'S WORK,**  
26 **INCLUDING WHETHER A SIGNIFICANT PORTION OF THE MANAGEMENT EMPLOYEE'S**  
27 **WORKING TIME IS SPENT AS PART OF A TEAM THAT INCLUDES NONMANAGEMENT**  
28 **EMPLOYEES, SHALL BE CONSIDERED.**

29 **23-904.**

30 **EMPLOYEES OF THE EMPLOYER MAY:**

31           **(1) FORM, JOIN, AND PARTICIPATE IN AN EMPLOYEE ORGANIZATION;**

32           **(2) BARGAIN COLLECTIVELY THROUGH A CERTIFIED EXCLUSIVE**  
33 **REPRESENTATIVE OF THEIR CHOICE;**

1           **(3) ENGAGE IN LAWFUL CONCERTED ACTIVITIES FOR THEIR MUTUAL**  
2 **AID AND PROTECTION; AND**

3           **(4) REFRAIN FROM ANY ACTIVITY COVERED UNDER ITEMS (1)**  
4 **THROUGH (3) OF THIS SECTION.**

5 **23-905.**

6           **(A) THE EMPLOYER AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE**  
7 **HAVE A RESPONSIBILITY TO ENGAGE IN GOOD FAITH BARGAINING OVER MATTERS**  
8 **REQUIRED BY LAW.**

9           **(B) THE EMPLOYER AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE**  
10 **JOINTLY SHALL BE RESPONSIBLE FOR FOSTERING A POSITIVE LABOR RELATIONS**  
11 **ENVIRONMENT BASED ON MUTUAL TRUST, RESPECT, COMMUNICATION, AND**  
12 **COOPERATION.**

13           **(C) THE GOAL OF COLLECTIVE BARGAINING IS THE DELIVERY OF QUALITY**  
14 **PUBLIC SERVICES TO THE RESIDENTS OF THE STATE IN A MANNER THAT IS**  
15 **CONSISTENT AND COMPLIANT WITH LAW.**

16 **23-906.**

17           **(A) THE EMPLOYER SHALL RECOGNIZE THE RIGHT OF THE CERTIFIED**  
18 **EXCLUSIVE REPRESENTATIVE TO REPRESENT THE EMPLOYEES IN THE UNIT IN**  
19 **COLLECTIVE BARGAINING AND IN THE GRIEVANCE PROCESS.**

20           **(B) THE CERTIFIED EXCLUSIVE REPRESENTATIVE OF A UNIT SHALL:**

21                   **(1) SERVE AS THE SOLE AGENT FOR THE UNIT IN COLLECTIVE**  
22 **BARGAINING; AND**

23                   **(2) REPRESENT ALL EMPLOYEES IN THE UNIT FAIRLY AND IN GOOD**  
24 **FAITH, IN A MANNER THAT IS NOT ARBITRARY OR DISCRIMINATORY.**

25 **23-907.**

26           **(A) (1) AN EMPLOYEE ORGANIZATION SEEKING CERTIFICATION AS THE**  
27 **EXCLUSIVE REPRESENTATIVE FOR THE BARGAINING UNIT OF EMPLOYEES MAY FILE**  
28 **A PETITION WITH THE EMPLOYER INDICATING THIS INTENT.**

29                   **(2) THE PETITION SHALL CONTAIN:**

1           **(I) A REQUEST THAT THE EMPLOYER RECOGNIZE THE**  
2 **EMPLOYEE ORGANIZATION AS THE EXCLUSIVE REPRESENTATIVE OF THE**  
3 **EMPLOYEES IN THE BARGAINING UNIT;**

4           **(II) A STATEMENT THAT THE EMPLOYEE ORGANIZATION IS ONE**  
5 **IN WHICH EMPLOYEES PARTICIPATE AND THAT HAS AS ONE OF ITS PURPOSES THE**  
6 **REPRESENTATION OF PUBLIC EMPLOYEES IN MATTERS OF WAGES, HOURS, AND**  
7 **OTHER TERMS AND CONDITIONS OF EMPLOYMENT;**

8           **(III) A STATEMENT THAT THE EMPLOYEE ORGANIZATION HAS NO**  
9 **TERMS OR CONDITIONS OF MEMBERSHIP THAT DISCRIMINATE WITH REGARD TO**  
10 **RACE, COLOR, CREED, GENDER, AGE, POLITICAL AFFILIATION, NATIONAL ORIGIN,**  
11 **RELIGION, MARITAL STATUS, OR DISABILITY; AND**

12           **(IV) A STATEMENT THAT THE EMPLOYEE ORGANIZATION HAS IN**  
13 **ITS POSSESSION WRITTEN PROOF DATED NOT MORE THAN 18 MONTHS BEFORE THE**  
14 **DAY ON WHICH THE PETITION IS FILED ESTABLISHING THAT AT LEAST 30% OF THE**  
15 **EMPLOYEES IN THE BARGAINING UNIT:**

16                   **1. HAVE DESIGNATED THE EMPLOYEE ORGANIZATION**  
17 **TO REPRESENT THEM IN THEIR EMPLOYMENT RELATIONS WITH THE EMPLOYER; OR**

18                   **2. ARE MEMBERS OF THE EMPLOYEE ORGANIZATION.**

19           **(3) BEFORE A PETITION MAY BE PROCESSED, THE PROOF OF**  
20 **INTEREST SUBMITTED SHALL BE VERIFIED AS PROVIDED IN THIS SECTION.**

21           **(4) THE EMPLOYEE ORGANIZATION AND THE EMPLOYER SHALL**  
22 **EQUALLY BEAR ANY COSTS ASSOCIATED WITH THE VERIFICATION.**

23           **(B) (1) (I) WHEN AN EMPLOYEE ORGANIZATION OR EMPLOYEES IN A**  
24 **BARGAINING UNIT FILE A PETITION WITH THE EMPLOYER, THE EMPLOYEE**  
25 **ORGANIZATION OR EMPLOYEES SHALL SELECT A NEUTRAL DECISION MAKER FROM**  
26 **A REFERRAL OR LIST OF ARBITRATORS PROVIDED BY THE FEDERAL MEDIATION**  
27 **AND CONCILIATION SERVICE.**

28           **(II) THE EMPLOYEE ORGANIZATION OR EMPLOYEES IN THE**  
29 **BARGAINING UNIT SHALL SUBMIT TO THE NEUTRAL DECISION MAKER SELECTED**  
30 **UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH THE AUTHORIZATION CARDS**  
31 **SIGNED AND DATED BY AT LEAST 30% OF THE EMPLOYEES IN THE BARGAINING UNIT**  
32 **NOT MORE THAN 18 MONTHS BEFORE THE DAY THE PETITION WAS FILED**  
33 **INDICATING, AS APPROPRIATE, THAT THE EMPLOYEES HAVE DESIGNATED THE**  
34 **EMPLOYEE ORGANIZATION TO REPRESENT THEM IN THEIR EMPLOYMENT**  
35 **RELATIONS WITH THE PUBLIC LIBRARY SYSTEM ADMINISTRATION.**

1           **(2) THE EMPLOYEE ORGANIZATION SHALL COPY THE EMPLOYER ON**  
2 **THE REQUEST FOR A NEUTRAL DECISION MAKER IN ORDER FOR THE PUBLIC**  
3 **LIBRARY SYSTEM TO RECEIVE NOTICE OF THE SELECTION OF THE NEUTRAL**  
4 **DECISION MAKER FOR THE CERTIFICATION PROCESS.**

5           **(c) (1) (i) SUBJECT TO SUBPARAGRAPH (ii) OF THIS PARAGRAPH,**  
6 **WITHIN 2 CALENDAR DAYS AFTER THE DAY ON WHICH THE EMPLOYER RECEIVES**  
7 **THE PETITION, THE EMPLOYER SHALL SUBMIT TO THE EMPLOYEE ORGANIZATION**  
8 **AND NEUTRAL DECISION MAKER:**

9                   **1. A LIST OF EMPLOYEES IN THE BARGAINING UNIT**  
10 **THAT IDENTIFIES EACH EMPLOYEE THAT THE EMPLOYER CONTENDS SHOULD BE**  
11 **EXCLUDED AS AN ELIGIBLE VOTER OR FROM THE BARGAINING UNIT; AND**

12                   **2. A STATEMENT EXPLAINING THE REASON FOR EACH**  
13 **EXCLUSION.**

14                   **(ii) IF A NEUTRAL DECISION MAKER HAS NOT BEEN SELECTED**  
15 **WHEN THE EMPLOYER IS REQUIRED TO SUBMIT THE LIST REQUIRED UNDER**  
16 **SUBPARAGRAPH (i) OF THIS PARAGRAPH, THE EMPLOYER SHALL INSTEAD SUBMIT**  
17 **THE LIST WITHIN 1 CALENDAR DAY AFTER THE NEUTRAL DECISION MAKER HAS**  
18 **BEEN SELECTED.**

19                   **(iii) IF THE EMPLOYER FAILS TO PROVIDE AN EXPLANATION AS**  
20 **REQUIRED UNDER SUBPARAGRAPH (i)2 OF THIS PARAGRAPH, THE EMPLOYER MAY**  
21 **NOT CHALLENGE THE ELIGIBILITY OF AN EMPLOYEE'S VOTE IN AN ELECTION OR THE**  
22 **ELIGIBILITY TO SUBMIT A SHOWING OF INTEREST FORM FOR PURPOSES OF**  
23 **SUBSECTION (D)(3) OF THIS SECTION.**

24                   **(2) IF THE EMPLOYER FAILS TO SUBMIT THE LIST OF EMPLOYEES TO**  
25 **THE EMPLOYEE ORGANIZATION OR NEUTRAL DECISION MAKER WITHIN THE**  
26 **REQUIRED TIME, IT SHALL BE CONCLUSIVELY DEEMED THAT AT LEAST 30% OF THE**  
27 **EMPLOYEES IN THE BARGAINING UNIT HAVE INDICATED A DESIRE TO BE**  
28 **REPRESENTED BY THE EMPLOYEE ORGANIZATION.**

29           **(D) (1) THE NEUTRAL DECISION MAKER SHALL CHECK THE WRITTEN**  
30 **AUTHORIZATION CARDS SUBMITTED BY THE EMPLOYEE ORGANIZATION OR THE**  
31 **EMPLOYEES AGAINST THE LIST OF EMPLOYEES SUBMITTED BY THE EMPLOYER.**

32                   **(2) IF THE NEUTRAL DECISION MAKER DETERMINES THAT AT LEAST**  
33 **30% OF THE EMPLOYEES ON THE LIST HAVE INDICATED A DESIRE TO BE**  
34 **REPRESENTED BY THE EMPLOYEE ORGANIZATION OR TO DECERTIFY AN EXCLUSIVE**



1 REPRESENTATIVE, THE NEUTRAL DECISION MAKER SHALL NOTIFY THE EMPLOYER  
2 OF THE DETERMINATION.

3 (3) IF THE EMPLOYEE ORGANIZATION SUBMITS A SHOWING OF  
4 INTEREST OF AT LEAST 50% OF THE EMPLOYEES IN AN UNREPRESENTED  
5 BARGAINING UNIT:

6 (I) THE NEUTRAL DECISION MAKER SHALL ISSUE TO EACH  
7 PARTICIPANT IN AN ELECTION A CERTIFICATION OF REPRESENTATION; AND

8 (II) THE EMPLOYER SHALL RECOGNIZE THE EMPLOYEE  
9 ORGANIZATION AS THE CERTIFIED BARGAINING REPRESENTATIVE OF THE  
10 EMPLOYEES AT ISSUE.

11 (E) AN ELECTION MAY NOT BE CONDUCTED IN A BARGAINING UNIT UNLESS  
12 AT LEAST 1 YEAR HAS PASSED SINCE THE LAST ELECTION HELD IN THE BARGAINING  
13 UNIT.

14 (F) (1) THE EMPLOYER SHALL NOTIFY ALL EMPLOYEES WITHIN THE  
15 PROPOSED BARGAINING UNIT THAT AN ELECTION WILL BE HELD AND REQUEST A  
16 NEUTRAL DECISION MAKER FROM THE FEDERAL MEDIATION AND CONCILIATION  
17 SERVICE TO OVERSEE AND CONDUCT AN ELECTION BY SECRET BALLOT.

18 (2) THE BALLOT FOR AN ELECTION SHALL INCLUDE THE FOLLOWING  
19 CHOICES:

20 (I) IN ACCORDANCE WITH THE ISSUES PRESENTED BY THE  
21 PETITION OR PETITIONS, EXCLUSIVE REPRESENTATION BY ANY EMPLOYEE  
22 ORGANIZATION SEEKING TO OBTAIN OR CONTINUE REPRESENTATION RIGHTS; AND

23 (II) NO EXCLUSIVE REPRESENTATION.

24 (G) AN EMPLOYEE ORGANIZATION MAY INTERVENE IN THE ELECTION AND  
25 HAVE ITS NAME PLACED ON THE BALLOT IF:

26 (1) THE EMPLOYEE ORGANIZATION FILES A PETITION NOT MORE  
27 THAN 15 CALENDAR DAYS AFTER THE DATE ON WHICH THE ORIGINAL PETITION IS  
28 FILED;

29 (2) THE EMPLOYEE ORGANIZATION CERTIFIES THAT AT LEAST 30%  
30 OF THE EMPLOYEES OF THE UNIT:

1                   **(I) HAVE DESIGNATED THE EMPLOYEE ORGANIZATION TO**  
2 **REPRESENT THEM IN THEIR EMPLOYMENT RELATIONS WITH THE PUBLIC LIBRARY**  
3 **SYSTEM ADMINISTRATION; OR**

4                   **(II) ARE MEMBERS OF THE EMPLOYEE ORGANIZATION; AND**

5                   **(3) THE SHOWING OF INTEREST IS VERIFIED AS PROVIDED IN THIS**  
6 **SECTION.**

7           **(H) (1) WITHIN 15 DAYS AFTER A NEUTRAL DECISION MAKER IS**  
8 **SELECTED, THE NEUTRAL DECISION MAKER SHALL HOLD A CONFERENCE WITH THE**  
9 **PARTIES DURING WHICH ALL OBJECTIONS TO THE PETITION AND THE CONDUCT OF**  
10 **THE ELECTION MUST BE RAISED.**

11                   **(2) (I) THE ELECTION SHALL BE CONDUCTED:**

12                               **1. ACCORDING TO THE PROCEDURES ESTABLISHED BY**  
13 **THE NEUTRAL DECISION MAKER FROM THE FEDERAL MEDIATION AND**  
14 **CONCILIATION SERVICE CONDUCTING THE ELECTION;**

15                               **2. SUBJECT TO SUBPARAGRAPH (II) OF THIS**  
16 **PARAGRAPH, IN CONSULTATION WITH THE PARTIES THAT ATTENDED THE**  
17 **CONFERENCE REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION; AND**

18                               **3. WITHIN 90 DAYS AFTER THE DAY OF FILING THE**  
19 **PETITION WITH THE EMPLOYER.**

20                               **(II) 1. AN EMPLOYEE ORGANIZATION ON A BALLOT MAY**  
21 **REQUEST A PREFERRED METHOD OF VOTING.**

22                               **2. THE NEUTRAL DECISION MAKER SHALL DESIGNATE**  
23 **THE METHOD OF VOTING BASED ON THE REQUEST OF THE EMPLOYEE**  
24 **ORGANIZATIONS ON THE BALLOT.**

25                               **3. IF THERE IS A DISPUTE BETWEEN TWO OR MORE**  
26 **EMPLOYEE ORGANIZATIONS ON THE BALLOT OVER THE METHOD OF VOTING, THE**  
27 **NEUTRAL DECISION MAKER MAY DESIGNATE THE METHOD OF VOTING.**

28                   **(3) AN EMPLOYEE ORGANIZATION SHALL BE CERTIFIED AS**  
29 **EXCLUSIVE REPRESENTATIVE FOLLOWING AN ELECTION IF THE EMPLOYEE**  
30 **ORGANIZATION HAS RECEIVED THE VOTE OF A MAJORITY OF THE VALID VOTES CAST**  
31 **IN THE BARGAINING UNIT IN WHICH THE ELECTION IS HELD.**

1           **(4) (I) IF AN ELECTION INCLUDES THREE OR MORE CHOICES AND**  
2 **NO CHOICE RECEIVES A MAJORITY OF THE VALID VOTES CAST, THE NEUTRAL**  
3 **DECISION MAKER SHALL CONDUCT A RUNOFF ELECTION BETWEEN THE TWO**  
4 **CHOICES THAT RECEIVED THE LARGEST NUMBER OF VALID VOTES CAST.**

5           **(II) THE CHOICE RECEIVING THE MAJORITY OF THE VALID**  
6 **VOTES CAST IN THE RUNOFF ELECTION SHALL BE CERTIFIED.**

7           **(5) THE NEUTRAL DECISION MAKER CONDUCTING THE ELECTION**  
8 **SHALL ISSUE TO ALL THE PARTICIPANTS IN AN ELECTION A CERTIFICATION OF**  
9 **REPRESENTATION, IF AN EMPLOYEE ORGANIZATION IS CERTIFIED, OR THE RESULTS**  
10 **OF THE ELECTION, IF NO REPRESENTATIVE IS CHOSEN.**

11           **(I) (1) IF THE EMPLOYER DISAGREES WITH THE PETITIONING EMPLOYEE**  
12 **ORGANIZATION OR THE PETITIONING EMPLOYEES AS TO THE INCLUSION OR**  
13 **EXCLUSION OF SPECIFIC EMPLOYEES AND CLASSIFICATIONS OF EMPLOYEES IN THE**  
14 **BARGAINING UNIT, ALL THE EMPLOYEES IN THE PETITIONED-FOR GROUP SHALL**  
15 **HAVE THE OPPORTUNITY TO VOTE IN THE ELECTION.**

16           **(2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, THE BALLOTS**  
17 **OF CHALLENGED EMPLOYEES SHALL REMAIN SEALED AND BE SET ASIDE UNTIL THE**  
18 **BALLOTS OF EMPLOYEES WHO ARE NOT IN DISPUTE HAVE BEEN TALLIED.**

19           **(3) (I) IF THE TOTAL NUMBER OF BALLOTS OF CHALLENGED**  
20 **EMPLOYEES DOES NOT HAVE AN IMPACT ON THE ELECTION RESULT:**

21                   **1. THE PARTIES MAY NOT COUNT THE BALLOTS OF**  
22 **CHALLENGED EMPLOYEES; AND**

23                   **2. THE NEUTRAL DECISION MAKER SHALL RESOLVE THE**  
24 **DISPUTE OVER THE CHALLENGED EMPLOYEES AFTER THE ELECTION IS CERTIFIED**  
25 **THROUGH A HEARING.**

26           **(II) IF THE TOTAL NUMBER OF BALLOTS OF CHALLENGED**  
27 **EMPLOYEES DOES HAVE AN IMPACT ON THE ELECTION RESULT, THE PARTIES SHALL**  
28 **IMMEDIATELY REFER THE DISPUTE TO THE NEUTRAL DECISION MAKER FROM THE**  
29 **FEDERAL MEDIATION AND CONCILIATION SERVICE TO RESOLVE THE DISPUTE**  
30 **THROUGH A HEARING.**

31           **(4) (I) THE NEUTRAL DECISION MAKER SHALL HOLD A HEARING**  
32 **ON THE DISPUTE REFERRED UNDER PARAGRAPH (3)(II) OF THIS SUBSECTION:**

33                   **1. WITH THE PARTIES PRESENTING EVIDENCE ON THEIR**  
34 **POSITIONS; AND**

1                                   **2. WITHIN 30 DAYS AFTER THE ELECTION HAS**  
2 **CONCLUDED.**

3                                   **(II) IF THE NEUTRAL DECISION MAKER FINDS THAT**  
4 **CHALLENGED EMPLOYEES ARE PROPERLY INCLUDED WITHIN THE BARGAINING**  
5 **UNIT, THE BALLOTS OF THE CHALLENGED EMPLOYEES SHALL BE COUNTED IN THE**  
6 **TOTAL TALLY FOR THE ELECTION.**

7                                   **(III) 1. THE NEUTRAL DECISION MAKER SHALL ISSUE A**  
8 **DECISION WITHIN 30 DAYS AFTER THE HEARING CONCLUDES.**

9                                   **2. THE NEUTRAL DECISION MAKER'S FINDINGS SHALL**  
10 **BE FINAL AND BINDING ON THE PARTIES.**

11                                   **(J) (1) IF EMPLOYEES ARE REPRESENTED BY AN EMPLOYEE**  
12 **ORGANIZATION, EMPLOYEES MAY FILE A PETITION WITH THE EMPLOYER THAT**  
13 **CONTAINS THE FOLLOWING:**

14                                   **(I) AN ASSERTION THAT THE MAJORITY OF THE EMPLOYEES NO**  
15 **LONGER WISH TO BE REPRESENTED BY THE EMPLOYEE ORGANIZATION;**

16                                   **(II) A STATEMENT THAT THE EMPLOYEES HAVE IN THEIR**  
17 **POSSESSION SUBSTANTIVE DOCUMENTARY PROOF, DATED NOT MORE THAN 6**  
18 **MONTHS BEFORE THE DAY ON WHICH THE PETITION IS FILED, THAT AT LEAST 30%**  
19 **OF THE EMPLOYEES WITHIN THE BARGAINING UNIT APPROVE OF THE**  
20 **DECERTIFICATION OF THE EMPLOYEE ORGANIZATION; AND**

21                                   **(III) A STATEMENT EXPLAINING THAT THE EMPLOYEES ARE**  
22 **SEEKING DECERTIFICATION OF THE EMPLOYEE ORGANIZATION AS THE EXCLUSIVE**  
23 **REPRESENTATIVE FOR THE BARGAINING UNIT.**

24                                   **(2) (I) THE PETITION SHALL BE PROCESSED AS DESCRIBED IN**  
25 **THIS SECTION, INCLUDING VERIFICATION OF PROOF OF INTEREST AND AN**  
26 **ELECTION.**

27                                   **(II) AN EMPLOYEE ORGANIZATION SHALL BE DECERTIFIED AS**  
28 **EXCLUSIVE REPRESENTATIVE FOLLOWING AN ELECTION IF THE MAJORITY OF THE**  
29 **VALID VOTES CAST IN THE UNIT IN WHICH THE ELECTION IS HELD ARE FOR NO**  
30 **REPRESENTATION.**

31 **23-908.**

1           (A) IF AN EMPLOYEE ORGANIZATION IS CERTIFIED AS DESCRIBED IN THIS  
2 SUBTITLE, THE EMPLOYER AND THE EMPLOYEE ORGANIZATION SHALL ENTER INTO  
3 A COLLECTIVE BARGAINING AGREEMENT THAT CONTAINS PROVISIONS REGARDING:

4           (1) WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT;

5           (2) THE ORDERLY PROCESSING AND SETTLEMENT OF GRIEVANCES  
6 REGARDING THE INTERPRETATION AND IMPLEMENTATION OF THE COLLECTIVE  
7 BARGAINING AGREEMENT THAT CULMINATE IN FINAL AND BINDING ARBITRATION,  
8 ~~INCLUDING APPEALS OF DISCIPLINARY AND OTHER ADVERSE PERSONNEL ACTIONS~~  
9 ~~SUBJECT TO JUDICIAL REVIEW UNDER THE MARYLAND UNIFORM ARBITRATION~~  
10 ~~ACT~~; AND

11           (3) OTHER TOPICS THAT THE PARTIES MAY MUTUALLY AGREE TO  
12 THAT WERE SUITABLE FOR BARGAINING.

13           (B) (1) THE EMPLOYER AUTOMATICALLY SHALL DEDUCT FROM THE  
14 PAYCHECK OF AN EMPLOYEE WHO IS A MEMBER OF THE BARGAINING UNIT  
15 REPRESENTED BY THE CERTIFIED EXCLUSIVE REPRESENTATIVE DUES AUTHORIZED  
16 AND OWED BY THE EMPLOYEE TO THE CERTIFIED EXCLUSIVE REPRESENTATIVE IF  
17 THE EMPLOYEE SUBMITS TO THE EMPLOYER A DUES DEDUCTION AUTHORIZATION  
18 THAT HAS BEEN DULY EXECUTED BY THE EMPLOYEE.

19           (2) ANY DUES DEDUCTED FROM PAYCHECKS UNDER PARAGRAPH (1)  
20 OF THIS SUBSECTION SHALL BE REMITTED TO THE CERTIFIED EXCLUSIVE  
21 REPRESENTATIVE.

22           (3) THE EMPLOYER AUTOMATICALLY SHALL STOP MAKING PAYROLL  
23 DEDUCTIONS UNDER PARAGRAPH (1) OF THIS SUBSECTION ON BEHALF OF A  
24 CERTIFIED EXCLUSIVE REPRESENTATIVE IF:

25                   (I) THE CERTIFIED EXCLUSIVE REPRESENTATIVE IS  
26 DECERTIFIED;

27                   (II) THE CERTIFIED EXCLUSIVE REPRESENTATIVE'S RIGHT TO  
28 DUES IS REVOKED UNDER § 23-913(D)(3) OF THIS SUBTITLE;

29                   (III) THE EMPLOYEE CEASES TO BE A MEMBER OF THE  
30 BARGAINING UNIT REPRESENTED BY THE CERTIFIED EXCLUSIVE REPRESENTATIVE;  
31 OR

32                   (IV) SUBJECT TO PARAGRAPH (4) OF THIS SUBSECTION, THE  
33 EMPLOYEE REVOKES THE AUTHORIZATION FOR PAYMENTS TO THE EXCLUSIVE

1 REPRESENTATIVE IN ACCORDANCE WITH THE PROCEDURES PROVIDED IN A DUES  
2 DEDUCTION AUTHORIZATION.

3 (4) THE PROCEDURES PROVIDED IN A DUES DEDUCTION  
4 AUTHORIZATION UTILIZED UNDER THIS SUBSECTION SHALL ALLOW FOR A  
5 REVOCATION OF THE AUTHORIZATION FOR PAYMENTS TO THE EXCLUSIVE  
6 REPRESENTATIVE AT LEAST ANNUALLY.

7 (C) THIS SECTION MAY NOT BE CONSTRUED TO:

8 (1) AUTHORIZE OR OTHERWISE ALLOW AN EMPLOYEE TO ENGAGE IN  
9 A STRIKE OR WORK STOPPAGE, AS THOSE TERMS ARE DEFINED IN § 23-913 OF THIS  
10 SUBTITLE; OR

11 (2) RESTRICT THE AUTHORITY OF THE ~~GOVERNING~~ FUNDING BODY  
12 OF THE APPLICABLE COUNTY TO DETERMINE THE BUDGET OF THE EMPLOYER.

13 (D) (1) A COLLECTIVE BARGAINING AGREEMENT ENTERED INTO UNDER  
14 SUBSECTION (A) OF THIS SECTION SHALL BE EFFECTIVE ON RATIFICATION BY THE  
15 MAJORITY OF VOTES CAST BY THE EMPLOYEES IN THE BARGAINING UNIT AND  
16 APPROVAL BY THE DIRECTOR AND THE EMPLOYER.

17 (2) A SINGLE-YEAR OR MULTIYEAR COLLECTIVE BARGAINING  
18 AGREEMENT SHALL EXPIRE AT THE CLOSE OF THE COUNTY'S FISCAL YEAR.

19 **23-909.**

20 (A) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION,  
21 THE EMPLOYER AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE SHALL REACH  
22 AN AGREEMENT BY FEBRUARY 1 OF THE YEAR IN WHICH A COLLECTIVE BARGAINING  
23 AGREEMENT WILL EXPIRE.

24 (2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, THE  
25 EMPLOYER AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE MUTUALLY MAY  
26 AGREE TO EXTEND NEGOTIATIONS FOR A PERIOD NOT TO EXTEND PAST JUNE 30 OF  
27 THE YEAR IN WHICH A COLLECTIVE BARGAINING AGREEMENT WILL EXPIRE.

28 (3) ANY EXTENSION MUST ACKNOWLEDGE ANY RELEVANT COUNTY  
29 BUDGETARY DEADLINES IN WRITING TO ENSURE THAT PARTIES MEET CRUCIAL  
30 FUNDING DEADLINES.

31 (B) AN IMPASSE IS REACHED DURING THE NEGOTIATIONS BETWEEN THE  
32 EMPLOYER AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE IF THE EMPLOYER

1 AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE DO NOT REACH AN AGREEMENT  
2 BY:

3 (1) STATING THEY HAVE MUTUALLY AGREED THAT THEY ARE AT AN  
4 IMPASSE;

5 (2) FEBRUARY 1 OF THE YEAR IN WHICH A COLLECTIVE BARGAINING  
6 AGREEMENT WILL EXPIRE; OR

7 (3) IF NEGOTIATIONS WERE EXTENDED, THE DATE TO WHICH  
8 NEGOTIATIONS WERE EXTENDED UNDER SUBSECTION (A)(2) OF THIS SECTION.

9 (C) (1) IF AN IMPASSE IS REACHED UNDER SUBSECTION (B) OF THIS  
10 SECTION, THE EMPLOYER AND THE CERTIFIED EXCLUSIVE REPRESENTATIVE SHALL  
11 EACH SUBMIT A FINAL OFFER TO THE OTHER PARTY WITHIN 48 HOURS AFTER THE  
12 IMPASSE IS REACHED.

13 (2) UNLESS THE IMPASSE REACHED UNDER SUBSECTION (B) OF THIS  
14 SECTION HAS BEEN RESOLVED, THE DISPUTE AND THE FINAL OFFERS SHALL BE  
15 SUBMITTED TO THE MEDIATOR SELECTED BY THE PARTIES IN ACCORDANCE WITH  
16 SUBSECTION (D) OF THIS SECTION.

17 (D) (1) WITHIN 30 DAYS AFTER A MEDIATOR IS SELECTED BY THE  
18 PARTIES, THE MEDIATOR SHALL:

19 (I) MEET WITH THE EMPLOYER AND THE CERTIFIED  
20 EXCLUSIVE REPRESENTATIVE; AND

21 (II) MAKE WRITTEN FINDINGS OF FACT AND  
22 RECOMMENDATIONS FOR THE RESOLUTION OF THE DISPUTE IN ACCORDANCE WITH  
23 THIS SUBSECTION.

24 (2) (I) IF THE PARTIES ARE UNABLE TO AGREE ON A MEDIATOR,  
25 THEY SHALL REQUEST A LIST OF SEVEN MEDIATORS FROM THE FEDERAL  
26 MEDIATION AND CONCILIATION SERVICE.

27 (II) 1. SUBJECT TO SUBSUBPARAGRAPH 2 OF THIS  
28 SUBPARAGRAPH, WITHIN 3 WORKING DAYS AFTER RECEIVING THE LIST UNDER  
29 SUBPARAGRAPH (I) OF THIS PARAGRAPH, THE PARTIES SHALL ALTERNATELY  
30 REMOVE ONE MEDIATOR FROM THE LIST UNTIL ONLY ONE MEDIATOR REMAINS, WHO  
31 THE PARTIES SHALL AGREE WILL SERVE AS THE MEDIATOR UNDER THIS  
32 SUBSECTION.

1                   **2. THE PARTIES SHALL SELECT WHICH PARTY REMOVES**  
2 **THE FIRST MEDIATOR FROM THE LIST BY USING A SELECTION METHOD THAT IS**  
3 **RANDOM AND OF EQUAL CHANCE FOR BOTH PARTIES.**

4                   **(3) THE MEDIATOR SHALL ACT AS AN INTERMEDIARY IN BRINGING**  
5 **THE PARTIES TOGETHER AND SHALL ACTIVELY ASSIST THE PARTIES IN RESOLVING**  
6 **THE DISPUTE BY:**

7                   **(I) CONDUCTING PROCEEDINGS IN ACCORDANCE WITH THIS**  
8 **SUBSECTION;**

9                   **(II) IDENTIFYING THE MAJOR ISSUES IN THE DISPUTE BETWEEN**  
10 **THE PARTIES;**

11                   **(III) REVIEWING THE POSITIONS OF THE PARTIES; AND**

12                   **(IV) RECOMMENDING A RESOLUTION FOR THE AGREEMENT OF**  
13 **THE PARTIES.**

14                   **(4) A RESOLUTION UNDER THIS SUBSECTION:**

15                   **(I) SHALL ADDRESS MATTERS SUCH AS WAGES, HOURS, OR**  
16 **TERMS AND CONDITIONS OF EMPLOYMENT;**

17                   **(II) EXCEPT FOR COSTS ASSESSED TO EMPLOYEES FOR HEALTH**  
18 **CARE BENEFITS, MAY NOT INCLUDE HEALTH CARE BENEFITS UNLESS THE BENEFITS**  
19 **ARE CONTRACTED DIRECTLY THROUGH THE PUBLIC LIBRARY SYSTEM; AND**

20                   **(III) MAY NOT EXCEED 1 FISCAL YEAR, UNLESS AGREED TO BY**  
21 **THE PARTIES.**

22                   **(5) (I) ANY RESOLUTION UNDER THIS SUBSECTION REGARDING**  
23 **PENSION BENEFITS SHALL BE CONSTRUED AS A RECOMMENDATION FOR**  
24 **CONSIDERATION BY THE PENSION SPONSOR OF THE STATE OR RESPECTIVE**  
25 **COUNTY.**

26                   **(II) A CHANGE MAY NOT BE MADE TO PENSION BENEFITS**  
27 **UNLESS AN APPROPRIATE PLAN AMENDMENT IS ADOPTED BY THE PLAN SPONSOR**  
28 **OF THE STATE OR RESPECTIVE COUNTY.**

29                   **(6) (I) BEFORE ISSUING A FINAL DECISION, THE MEDIATOR SHALL**  
30 **TAKE INTO CONSIDERATION, AMONG ANY OTHER RELEVANT FACTORS:**



1                   **1. THE WAGES AND PENSION BENEFITS, NOT INCLUDING**  
2 **HEALTH CARE BENEFITS, OF THE EMPLOYEES OF THE BARGAINING UNIT;**

3                   **2. THE WAGES AND PENSION BENEFITS OF OTHER**  
4 **SIMILARLY SITUATED EMPLOYEES PERFORMING SIMILAR SERVICES IN LIBRARIES**  
5 **OF COMPARABLE COUNTIES IN THE STATE, TAKING INTO CONSIDERATION THE**  
6 **COST-OF-LIVING INDEX FOR THE AREA IN WHICH THE COMPARABLE COUNTY IS**  
7 **LOCATED;**

8                   **3. WAGES AND PENSION BENEFITS OF SIMILARLY**  
9 **SITUATED COUNTY EMPLOYEES;**

10                   **4. THE LAST PUBLISHED ANNUAL U.S. DEPARTMENT OF**  
11 **LABOR CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS FOR ALL ITEMS IN**  
12 **THE WASHINGTON-BALTIMORE AREA;**

13                   **5. THE SPECIAL NATURE OF THE WORK PERFORMED BY**  
14 **THE EMPLOYEES OF THE BARGAINING UNIT, INCLUDING:**

15                   **A. PHYSICAL REQUIREMENTS OF EMPLOYMENT;**

16                   **B. EDUCATIONAL REQUIREMENTS;**

17                   **C. JOB TRAINING AND JOB SKILLS; AND**

18                   **D. SHIFT ASSIGNMENTS AND THE DEMANDS PLACED ON**  
19 **THE EMPLOYEES COMPARED TO THE DEMANDS PLACED ON OTHER SIMILARLY**  
20 **SITUATED LIBRARY EMPLOYEES IN COMPARABLE COUNTY JURISDICTIONS;**

21                   **6. STATE AND COUNTY MANDATED EXPENDITURES;**

22                   **7. SUBJECT TO SUBPARAGRAPH (II) OF THIS**  
23 **PARAGRAPH, AVAILABILITY OF FUNDS, INCLUDING FINANCIAL SOURCES OF**  
24 **REVENUE; AND**

25                   **8. THE INTEREST AND WELFARE OF THE PUBLIC.**

26                   **(II) IN CONSIDERING THE AVAILABILITY OF FUNDS FOR WAGE**  
27 **INCREASES, THE MEDIATOR SHALL CONSIDER THE GENERAL FUND REVENUES OF**  
28 **THE RESPECTIVE COUNTY AND ANY RELATED COUNTY REPORTS ON REVENUES.**

29                   **(7) A MEDIATOR MAY NOT CONSIDER TESTIMONY REGARDING FUNDS**  
30 **FOR CAPITAL IMPROVEMENTS, SURPLUS CONTINGENCY, OR RESERVE FUNDS.**

1           **(8) (I) THE PARTIES ARE STRONGLY ENCOURAGED TO REACH AN**  
2 **AGREEMENT ON ALL ISSUES WHENEVER POSSIBLE.**

3           **(II) IF NO AGREEMENT CAN BE REACHED BY THE PARTIES, THE**  
4 **MEDIATOR SHALL ISSUE A REPORT WITH THE MEDIATOR'S DECISION, INCLUDING**  
5 **WRITTEN FINDINGS OF FACT.**

6           **(9) THE MEDIATOR MAY ADOPT A PACKAGE OF FINAL POSITIONS OR**  
7 **RULE ON EACH MATTER SEPARATELY.**

8           **(10) THE MEDIATOR SHALL SUBMIT COPIES OF THE MEDIATOR'S**  
9 **WRITTEN FINDINGS AND RECOMMENDATIONS TO THE EMPLOYER AND THE**  
10 **CERTIFIED EXCLUSIVE REPRESENTATIVE ON OR BEFORE THE IMMEDIATELY**  
11 **FOLLOWING APRIL 2.**

12           **(11) ANY COSTS ASSOCIATED WITH THIS SUBSECTION SHALL BE**  
13 **SHARED EQUALLY BY THE EMPLOYER AND THE CERTIFIED EXCLUSIVE**  
14 **REPRESENTATIVE.**

15           **(12) THIS SUBSECTION MAY NOT BE CONSTRUED TO INTERFERE WITH**  
16 **ANY EFFORTS THE PARTIES MAY UNDERTAKE TO REACH AN AGREEMENT AT ANY**  
17 **TIME.**

18           **(13) ~~THE GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY IS**  
19 **NOT BOUND BY ANY DECISION MADE UNDER THIS SUBSECTION.**

20           **(14) THE PROCEDURE IN THIS SUBSECTION SHALL BE THE EXCLUSIVE**  
21 **PROCEDURE FOR RESOLVING DISPUTES BETWEEN THE PARTIES, UNLESS THE**  
22 **PARTIES, BY MUTUAL AGREEMENT, DETERMINE TO USE ANOTHER METHOD OF**  
23 **DISPUTE RESOLUTION.**

24           **(E) (1) THE MEDIATOR SHALL SUBMIT THE FINDINGS AND**  
25 **RECOMMENDATIONS OF THE MEDIATOR TO THE EMPLOYER IN A TIMELY MANNER**  
26 **CONSISTENT WITH THE TIMING OF PARAGRAPH (2) OF THIS SUBSECTION.**

27           **(2) THE EMPLOYER SHALL APPROVE ALL RECOMMENDATIONS AND**  
28 **FINDINGS OF THE MEDIATOR THAT DO NOT REQUIRE AN APPROPRIATION OF**  
29 **ADDITIONAL FUNDS WITHIN ~~5~~ 14 DAYS AFTER THE MEDIATOR'S DECISION.**

30 **23-910.**

31           **(A) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE**  
32 **EMPLOYER SHALL SUBMIT A TERM OF A COLLECTIVE BARGAINING AGREEMENT OR**  
33 **MEMORANDUM OF UNDERSTANDING ENTERED INTO UNDER THIS SUBTITLE TO THE**

1 ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY WITH THE EMPLOYER'S  
2 RECOMMENDATION REGARDING WHETHER THE AGREEMENT OR THE MEDIATOR'S  
3 DECISION REQUIRES AN APPROPRIATION OF ADDITIONAL FUNDS.

4 (2) THE SUBMISSION REQUIRED UNDER THIS SUBSECTION SHALL BE  
5 MADE BEFORE THE FIRST MEETING OF THE ~~GOVERNING~~ FUNDING BODY OF THE  
6 APPLICABLE COUNTY THAT IMMEDIATELY FOLLOWS AN AGREEMENT BEING  
7 REACHED, TO ENSURE ANY RELEVANT COUNTY BUDGETARY DEADLINES ARE NOT  
8 MISSED.

9 (B) (1) THE ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY  
10 MAY APPROVE OR REJECT A REQUEST FOR ADDITIONAL FUNDING UNDER  
11 SUBSECTION (A) OF THIS SECTION, IN WHOLE OR IN PART.

12 (2) IF THE ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY  
13 APPROVES A REQUEST UNDER PARAGRAPH (1) OF THIS SUBSECTION, THE  
14 ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY SHALL TAKE ALL ACTIONS  
15 NECESSARY TO PROCESS THE REQUEST FOR ADDITIONAL FUNDING.

16 (C) (1) IF ANY PART OF A REQUEST FOR ADDITIONAL FUNDING  
17 SUBMITTED TO THE ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY  
18 UNDER THIS SUBSECTION IS REJECTED, THE REQUEST FOR ADDITIONAL FUNDS  
19 SHALL BE RETURNED TO THE EMPLOYER AND THE CERTIFIED EXCLUSIVE  
20 REPRESENTATIVE FOR RENEGOTIATION WITHIN THE LIMITS OF THE FUNDING  
21 ALLOCATED BY THE ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE COUNTY.

22 (2) THE RENEGOTIATION SHALL BE COMPLETED WITHIN A  
23 TIMETABLE ESTABLISHED BY THE ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE  
24 COUNTY.

25 (3) (I) IF AN IMPASSE IS REACHED, THE EMPLOYER AND THE  
26 CERTIFIED EXCLUSIVE REPRESENTATIVE SHALL EACH SUBMIT A FINAL OFFER,  
27 WITHIN THE LIMITS OF THE FUNDING ALLOCATED BY THE ~~GOVERNING~~ FUNDING  
28 BODY OF THE APPLICABLE COUNTY, FOR THE REVIEW OF THE ~~GOVERNING~~ FUNDING  
29 BODY OF THE APPLICABLE COUNTY.

30 (II) THE ~~GOVERNING~~ FUNDING BODY OF THE APPLICABLE  
31 COUNTY SHALL SELECT ONE OF THE OFFERS SUBMITTED UNDER SUBPARAGRAPH (I)  
32 OF THIS PARAGRAPH.

33 (III) THE SELECTION OF THE ~~GOVERNING~~ FUNDING BODY OF  
34 THE APPLICABLE COUNTY IS BINDING ON ALL PARTIES.

1           **(D) (1) THE EMPLOYER AND THE CERTIFIED EXCLUSIVE**  
2 **REPRESENTATIVE ARE MUTUALLY OBLIGATED TO:**

3                   **(I) MEET AT REASONABLE TIMES IN CONSIDERATION OF THE**  
4 **COUNTY'S BUDGET SUBMISSION DATE; AND**

5                   **(II) NEGOTIATE IN GOOD FAITH ON:**

6                           **1. WAGES, HOURS, AND TERMS AND CONDITIONS OF**  
7 **EMPLOYMENT; AND**

8                           **2. DRAFTING A WRITTEN COLLECTIVE BARGAINING**  
9 **AGREEMENT THAT CONTAINS ALL MATTERS AGREED ON AND IS SIGNED BY**  
10 **AUTHORIZED REPRESENTATIVES OF BOTH PARTIES.**

11           **(2) THE OBLIGATION TO NEGOTIATE IN GOOD FAITH UNDER**  
12 **PARAGRAPH (1)(II) OF THIS SUBSECTION:**

13                   **(I) REQUIRES THAT AN EFFORT BE MADE BY BOTH PARTIES TO**  
14 **ARRIVE AT AN AGREEMENT AND REDUCE THE AGREEMENT TO WRITING WITHIN A**  
15 **REASONABLE PERIOD OF TIME; AND**

16                   **(II) DOES NOT REQUIRE THAT ANY CONCESSION BE MADE BY**  
17 **EITHER PARTY.**

18 **23-911.**

19           **(A) AN EMPLOYER MAY PROVIDE TO A REPRESENTATIVE OF THE EXCLUSIVE**  
20 **REPRESENTATIVE:**

21                   **(1) RELEASE TIME; AND**

22                   **(2) ACCESS TO ROUTINE SERVICES AND FACILITIES OF THE**  
23 **EMPLOYER.**

24           **(B) THE EMPLOYER OR ITS OFFICERS OR AGENTS MAY NOT:**

25                   **(1) INTERFERE WITH, COERCE, UNDULY INFLUENCE, OR RESTRAIN**  
26 **AN EMPLOYEE'S EXERCISE OF RIGHTS UNDER THIS SUBTITLE;**

27                   **(2) EXCEPT AS PROVIDED IN SUBSECTION (A) OF THIS SECTION,**  
28 **DOMINATE, SURVEIL, INTERFERE WITH, ASSIST IN THE FORMATION,**  
29 **ADMINISTRATION, OR EXISTENCE OF, OR CONTRIBUTE FINANCIAL ASSISTANCE OR**  
30 **OTHER SUPPORT TO AN EMPLOYEE ORGANIZATION;**

1           **(3) ENCOURAGE OR DISCOURAGE MEMBERSHIP IN AN EMPLOYEE**  
2 **ORGANIZATION BY DISCRIMINATING AGAINST AN EMPLOYEE THROUGH HIRING,**  
3 **TENURE, PROMOTION, OR OTHER CONDITIONS OF EMPLOYMENT;**

4           **(4) REFUSE TO BARGAIN IN GOOD FAITH WITH AN EMPLOYEE**  
5 **ORGANIZATION THAT IS THE EXCLUSIVE REPRESENTATIVE OF THE EMPLOYEES; OR**

6           **(5) SPEND PUBLIC MONEY, USE PUBLIC RESOURCES, OR PROVIDE**  
7 **ASSISTANCE TO AN INDIVIDUAL OR GROUP FOR A NEGATIVE CAMPAIGN AGAINST**  
8 **EFFORTS BY EMPLOYEES OR AN EMPLOYEE ORGANIZATION TO:**

9                   **(I) GAIN OR RETAIN COLLECTIVE BARGAINING RIGHTS OR TO**  
10 **CERTIFY AN EMPLOYEE ORGANIZATION AS AN EXCLUSIVE REPRESENTATIVE; OR**

11                   **(II) CERTIFY AN EMPLOYEE ORGANIZATION AS AN EXCLUSIVE**  
12 **REPRESENTATIVE.**

13           **(C) AN EMPLOYEE ORGANIZATION MAY NOT:**

14                   **(1) INTERFERE WITH, COERCE, UNDULY INFLUENCE, OR RESTRAIN**  
15 **AN EMPLOYEE'S EXERCISE OF RIGHTS UNDER THIS SUBTITLE;**

16                   **(2) CAUSE OR ATTEMPT TO CAUSE THE EMPLOYER TO DISCRIMINATE**  
17 **AGAINST AN EMPLOYEE BECAUSE THE EMPLOYEE EXERCISES A RIGHT UNDER THIS**  
18 **SUBTITLE;**

19                   **(3) DISCIPLINE OR FINE A MEMBER OF THE EMPLOYEE**  
20 **ORGANIZATION AS PUNISHMENT OR REPRISAL;**

21                   **(4) DISCIPLINE OR FINE A MEMBER OF THE EMPLOYEE**  
22 **ORGANIZATION FOR THE PURPOSE OF IMPEDING THE MEMBER'S WORK**  
23 **PERFORMANCE;**

24                   **(5) REFUSE TO BARGAIN IN GOOD FAITH WITH THE EMPLOYER OR TO**  
25 **PARTICIPATE IN GOOD FAITH IN A PROCEDURE UNDER THIS SUBTITLE; OR**

26                   **(6) UNFAIRLY REPRESENT EMPLOYEES IN COLLECTIVE BARGAINING**  
27 **OR IN ANY OTHER MATTER IN WHICH THE EMPLOYEE ORGANIZATION HAS THE DUTY**  
28 **OF FAIR REPRESENTATION.**

29           **(D) (1) AN EMPLOYEE WHO IS A MEMBER OF A BARGAINING UNIT WITH A**  
30 **CERTIFIED EXCLUSIVE REPRESENTATIVE MAY, WITHOUT THE INTERVENTION OF AN**  
31 **EMPLOYEE ORGANIZATION, DISCUSS ANY MATTER WITH THE EMPLOYER.**

1           **(2) THIS SUBSECTION DOES NOT WAIVE THE RIGHT OF THE**  
2 **EMPLOYEE ORGANIZATION TO BE THE EXCLUSIVE BARGAINING REPRESENTATIVE**  
3 **FOR ISSUES RELATED TO WAGES, HOURS, AND WORKING CONDITIONS AND IS NOT**  
4 **INTENDED TO CREATE AN ALTERNATE PATH TO ALTER TERMS AND CONDITIONS OF**  
5 **THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PARTIES.**

6 **23-912.**

7           **(A) NOTWITHSTANDING ANY OTHER PROVISIONS OF LAW, IT IS THE**  
8 **EXCLUSIVE RIGHT OF THE EMPLOYER TO:**

9                   **(1) DETERMINE THE PURPOSES AND OBJECTIVES OF EACH OF ITS**  
10 **CONSTITUENT OFFICES AND DEPARTMENTS;**

11                   **(2) SET STANDARDS OF SERVICES TO BE OFFERED TO THE PUBLIC;**

12                   **(3) EXERCISE CONTROL AND DISCRETION OVER ITS ORGANIZATION**  
13 **AND OPERATIONS; AND**

14                   **(4) DETERMINE THE METHODS, MEANS, PERSONNEL, AND OTHER**  
15 **RESOURCES BY WHICH THE EMPLOYER'S OPERATIONS ARE TO BE CONDUCTED,**  
16 **INCLUDING:**

17                           **(I) THE USE OF VOLUNTEERS; AND**

18                           **(II) THE CONTRACTING OUT OF WORK IF CONSIDERED**  
19 **NECESSARY.**

20           **(B) SUBJECT TO APPLICABLE PROVISIONS OF A COLLECTIVE BARGAINING**  
21 **AGREEMENT AND IN ACCORDANCE WITH THE RESPECTIVE COUNTY CHARTER AND**  
22 **OTHER APPLICABLE LAWS, THE EMPLOYER MAY:**

23                   **(1) DIRECT ITS EMPLOYEES;**

24                   **(2) HIRE, PROMOTE, TRANSFER, ASSIGN, OR RETAIN EMPLOYEES;**

25                   **(3) ESTABLISH REASONABLE WORK RULES; AND**

26                   **(4) DEMOTE, SUSPEND, DISCHARGE, OR TAKE ANY OTHER**  
27 **DISCIPLINARY ACTION AGAINST ITS EMPLOYEES FOR JUST CAUSE.**

1 (C) THE PROVISIONS OF THIS SECTION SHALL BE DEEMED TO BE PART OF  
2 EVERY AGREEMENT EXECUTED BETWEEN THE EMPLOYER AND A CERTIFIED  
3 EXCLUSIVE REPRESENTATIVE.

4 (D) THIS SECTION MAY NOT BE CONSTRUED TO DENY THE RIGHT OF AN  
5 EMPLOYEE TO SUBMIT A GRIEVANCE WITH REGARD TO THE EMPLOYER'S EXERCISE  
6 OF ITS RIGHTS UNDER THIS SECTION.

7 (E) EXCEPT AS OTHERWISE PROVIDED BY LAW, IF EMPLOYEES HAVE  
8 ENTERED INTO A COLLECTIVE BARGAINING AGREEMENT WITH THE EMPLOYER  
9 UNDER THIS SUBTITLE, THE COLLECTIVE BARGAINING AGREEMENT ENTERED INTO  
10 SUPERSEDES ANY CONFLICTING REGULATION OR ADMINISTRATIVE POLICY OF THE  
11 EMPLOYER.

12 (F) A COLLECTIVE BARGAINING AGREEMENT MAY INCLUDE A PROVISION  
13 FOR ARBITRATION OF DISCIPLINARY ACTIONS.

14 **23-913.**

15 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
16 INDICATED.

17 (2) "LOCKOUT" MEANS THE TEMPORARY WITHHOLDING OF WORK, BY  
18 MEANS OF SHUTTING DOWN AN OPERATION OR FUNCTION IN ORDER TO BRING  
19 PRESSURE ON EMPLOYEES OR ON THEIR REPRESENTATIVES TO ACCEPT A CHANGE  
20 IN COMPENSATION OR RIGHTS, PRIVILEGES, OBLIGATIONS, OR OTHER TERMS AND  
21 CONDITIONS OF EMPLOYMENT.

22 (3) "SECONDARY BOYCOTT" MEANS AN ACTIVITY BY AN EMPLOYEE  
23 ORGANIZATION OR ITS MEMBERS THAT IS INTENDED TO INDUCE, ENCOURAGE, OR  
24 COERCE PERSONS DOING BUSINESS WITH THE EMPLOYER TO WITHHOLD,  
25 WITHDRAW, OR IN ANY RESPECT CURTAIL THEIR BUSINESS RELATIONS WITH THE  
26 COUNTY.

27 (4) "STRIKE" MEANS THE REFUSAL OR FAILURE BY AN EMPLOYEE OR  
28 GROUP OF EMPLOYEES TO PERFORM THEIR DUTIES OF EMPLOYMENT AS ASSIGNED  
29 IF A PURPOSE OF THE REFUSAL OR FAILURE IS TO INDUCE, FORCE, OR REQUIRE THE  
30 EMPLOYER TO ACT OR REFRAIN FROM ACTING WITH REGARD TO ANY MATTER.

31 (5) "WORK STOPPAGE" MEANS:

32 (I) THE WILLFUL ABSENCE OF A GROUP OF EMPLOYEES FROM  
33 THEIR POSITIONS;

1                   **(II) THE ENGAGING IN A SLOWDOWN BY EMPLOYEES; OR**

2                   **(III) THE REFUSAL OF EMPLOYEES TO PERFORM JOB DUTIES.**

3           **(B) IN GENERAL, STRIKES, WORK STOPPAGES, LOCKOUTS, AND SECONDARY**  
4 **BOYCOTTS ARE PROHIBITED.**

5           **(C) (1) EMPLOYEES AND EMPLOYEE ORGANIZATIONS MAY NOT ENGAGE**  
6 **IN, SPONSOR, INITIATE, SUPPORT, DIRECT, OR CONDONE A STRIKE, WORK**  
7 **STOPPAGE, OR SECONDARY BOYCOTT.**

8           **(2) EMPLOYEE ORGANIZATIONS MAY NOT ENGAGE IN, INITIATE,**  
9 **SPONSOR, OR SUPPORT, DIRECTLY OR INDIRECTLY, PICKETING OF THE EMPLOYER,**  
10 **ITS PROPERTY, OR FIELD OR OFFICE FACILITIES IN FURTHERANCE OF A STRIKE,**  
11 **WORK STOPPAGE, OR SECONDARY BOYCOTT.**

12           **(D) IF AN EMPLOYEE ORGANIZATION VIOLATES THIS SECTION, THE**  
13 **EMPLOYER MAY:**

14                   **(1) REVOKE THE EMPLOYEE ORGANIZATION'S DESIGNATION AS**  
15 **CERTIFIED EXCLUSIVE REPRESENTATIVE;**

16                   **(2) DISQUALIFY THE EMPLOYEE ORGANIZATION FROM**  
17 **PARTICIPATING IN REPRESENTATION ELECTIONS FOR A PERIOD OF UP TO 2 YEARS;**  
18 **AND**

19                   **(3) TERMINATE IMMEDIATELY THE PAYROLL DEDUCTIONS FOR THE**  
20 **EMPLOYEE ORGANIZATION'S DUES.**

21           **(E) AN EMPLOYEE WHO VIOLATES THIS SECTION IS SUBJECT TO IMMEDIATE**  
22 **DISCIPLINARY ACTION, WHICH MAY INCLUDE PERMANENT DISMISSAL FROM THE**  
23 **EMPLOYMENT BY THE EMPLOYER FOR JUST CAUSE.**

24           **(F) (1) THE EMPLOYER MAY NOT DIRECT A LOCKOUT AGAINST**  
25 **EMPLOYEES.**

26                   **(2) THIS SUBSECTION MAY NOT BE CONSTRUED TO PROHIBIT THE**  
27 **EMPLOYER FROM EXERCISING ITS MANAGERIAL RIGHTS.**

28           SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall be construed to  
29 apply only prospectively and may not be applied or interpreted to have any effect on or  
30 application to:



1                   (1)    the composition of a collective bargaining unit that is in existence on  
2 the effective date of this Act unless the collective bargaining unit dissolves after the  
3 effective date of this Act;

4                   (2)    a collective bargaining agreement entered into before the effective date  
5 of this Act; or

6                   (3)    collective bargaining negotiations that began before the effective date  
7 of this Act.

8                   SECTION 4. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
9 1, 2024.

Approved:

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Governor.

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President of the Senate.

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Speaker of the House of Delegates.