

# HOUSE BILL 443

L2

0lr1322  
CF SB 430

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By: **Charles County Delegation**

Introduced and read first time: January 23, 2020

Assigned to: Appropriations

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Committee Report: Favorable

House action: Adopted

Read second time: March 10, 2020

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

1 AN ACT concerning

2 **Southern Maryland Code Counties – Collective Bargaining**

3 FOR the purpose of authorizing a Southern Maryland code county to enact a local law that  
4 provides certain employees with certain collective bargaining rights; requiring a  
5 certain local law to provide definitions of and remedies for unfair labor practices and  
6 prohibit certain strikes or work stoppages by certain employees; prohibiting a certain  
7 local law from affecting certain rights and duties of a county and certain exclusive  
8 representatives under certain circumstances; defining a certain term; and generally  
9 relating to collective bargaining and Southern Maryland code counties.

10 BY adding to

11 Article – Local Government

12 Section 11–601 to be under the new subtitle “Subtitle 6. Collective Bargaining”

13 Annotated Code of Maryland

14 (2013 Volume and 2019 Supplement)

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

16 That the Laws of Maryland read as follows:

17 **Article – Local Government**

18 **SUBTITLE 6. COLLECTIVE BARGAINING.**

19 **11–601.**

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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 (A) IN THIS SECTION, "REGULAR EMPLOYEE" DOES NOT INCLUDE:

2 (1) AN EMPLOYEE, AS DEFINED IN § 4-501 OF THE LABOR AND  
3 EMPLOYMENT ARTICLE;

4 (2) AN APPOINTED OFFICIAL;

5 (3) AN ELECTED OFFICIAL; OR

6 (4) A SUPERVISORY, MANAGERIAL, OR CONFIDENTIAL EMPLOYEE.

7 (B) THIS SECTION APPLIES ONLY IN CODE COUNTIES IN THE SOUTHERN  
8 MARYLAND CLASS, AS ESTABLISHED IN § 9-302 OF THIS ARTICLE.

9 (C) (1) A COUNTY MAY ENACT A LOCAL LAW TO PROVIDE REGULAR  
10 EMPLOYEES OF THE COUNTY THE RIGHT TO ORGANIZE AND BARGAIN COLLECTIVELY  
11 WITH BINDING ARBITRATION THROUGH REPRESENTATIVE EMPLOYEE  
12 ORGANIZATIONS CHOSEN BY THE REGULAR EMPLOYEES.

13 (2) A LOCAL LAW ENACTED IN ACCORDANCE WITH THIS SECTION  
14 SHALL:

15 (I) PROVIDE DEFINITIONS OF AND REMEDIES FOR UNFAIR  
16 LABOR PRACTICES; AND

17 (II) PROHIBIT STRIKES OR WORK STOPPAGES BY REPRESENTED  
18 REGULAR EMPLOYEES.

19 (D) A LOCAL LAW ENACTED IN ACCORDANCE WITH THIS SECTION MAY NOT  
20 AFFECT THE RIGHTS AND DUTIES OF A COUNTY AND ANY EXCLUSIVE  
21 REPRESENTATIVES UNDER A LOCAL LAW ENACTED IN ACCORDANCE WITH TITLE 4,  
22 SUBTITLE 5 OF THE LABOR AND EMPLOYMENT ARTICLE.

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
24 October 1, 2020.