

# HOUSE BILL 1554

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By: **Delegates Attar, Anderson, T. Branch, Conaway, Haynes, and Rosenberg**

Introduced and read first time: February 7, 2020

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Baltimore City – Police Department – Collective Bargaining and Arbitration**

3 FOR the purpose of altering the matters for which certain employee organizations  
4 representing certain Baltimore City police officers or the City of Baltimore may  
5 request arbitration; altering the content of certain information that the Baltimore  
6 City Labor Commissioner or a certain designee is required to provide to certain  
7 individuals; repealing certain provisions limiting the matters that may be arbitrated  
8 and prohibiting the board of arbitration from providing for certain issues; requiring  
9 the adoption of certain financial terms of employment, rather than only salary and  
10 wage scales, for certain police officers under certain circumstances; submitting this  
11 Act to a referendum of the qualified voters of Baltimore City; defining a certain term;  
12 altering certain definitions; making conforming and stylistic changes; and generally  
13 relating to collective bargaining and arbitration between certain police officers and  
14 the City of Baltimore.

15 BY repealing and reenacting, with amendments,

16 The Public Local Laws of Baltimore City

17 Section 16–8A

18 Article 4 – Public Local Laws of Maryland

19 (1979 Edition and 1997 Supplement, and 2000 Supplement, as amended)

20 (As enacted by Chapter 600 of the Acts of the General Assembly of 2011)

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

22 That the Laws of Maryland read as follows:

23 **Article 4 – Baltimore City**

24 16–8A.

25 (a) Except as otherwise provided in this section, the provisions of Sections 119  
26 through 136 of Article 1 of the Baltimore City Code (1976 Edition) as amended from time

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 to time, and any rules and regulations adopted pursuant thereto, governing or relating to  
 2 labor relations or collective bargaining with general municipal employees of Baltimore City  
 3 shall apply to labor relations and collective bargaining between the City and uniformed and  
 4 civilian employees of the Baltimore City Police Department.

5 (b) (1) Negotiations with a certified exclusive representative of police officers  
 6 shall be conducted jointly by the Police Commissioner of Baltimore City and the Labor  
 7 Commissioner, or their designees, on behalf of the employer.

8 (2) An employee organization may not be denied certification as the  
 9 exclusive representative of any police officers solely for the reason that it:

10 (i) [admits] **ADMITS** to membership rank and file employees in  
 11 addition to supervisory and/or professional employees; or

12 (ii) [affiliates] **AFFILIATES** with another employee organization  
 13 which admits to membership rank and file, supervisory, or professional employees.

14 [(3)] **(C) (1) (i) [1.]** In this [paragraph] **SUBSECTION** and for  
 15 purposes of arbitration[,“direct compensation”] **THE FOLLOWING WORDS HAVE THE**  
 16 **MEANINGS INDICATED.**

17 **(II) “FINANCIAL TERMS OF EMPLOYMENT”** means wages,  
 18 salaries, longevity, shift differential, bonuses if applicable, [and] leave with monetary  
 19 value, **SPECIALTY PAY, ACTING OUT OF TITLE PAY, EDUCATIONAL INCENTIVES, OR**  
 20 **ANY OTHER ITEM HAVING MONETARY VALUE.**

21 [2. “Direct compensation” does not include:]

22 **(III) “OTHER TERMS OF EMPLOYMENT” MEANS:**

23 **[A.] 1.** Pensions or any benefit that is to be paid on or after  
 24 an employee’s retirement or termination of employment; or

25 **[B.] 2.** [Issues that do not relate to direct compensation]  
 26 **ALL OTHER TERMS AND CONDITIONS OF EMPLOYMENT**, such as, but not limited to, job  
 27 security, disciplinary procedures, investigations and actions, promotions, deployment or  
 28 scheduling, including eligibility and assignment to details and positions, loss of leave as  
 29 provided in the General Orders, or issues relating to eligibility for overtime compensation.

30 **(IV) “TERMS OF EMPLOYMENT” MEANS:**

31 **1. THE FINANCIAL TERMS OF EMPLOYMENT; AND**

32 **2. THE OTHER TERMS OF EMPLOYMENT, INCLUDING**

1 **WORKING CONDITIONS LISTED IN A MEMORANDUM OF UNDERSTANDING BETWEEN**  
2 **THE CITY AND POLICE OFFICERS OF BALTIMORE CITY.**

3 [(ii)] (2) If the certified employee organization or organizations  
4 representing police officers within the Police Department and the employer have not  
5 reached a written agreement concerning all issues of [direct compensation] **TERMS OF**  
6 **EMPLOYMENT** by March 1 of any year, either party may at any time thereafter request  
7 arbitration by a board of arbitration, as provided in this [paragraph] **SUBSECTION**, which  
8 request must be honored.

9 [(iii) 1.] (3) (I) The board of arbitration shall be composed of  
10 three members, of which one is appointed by the Mayor and one is appointed jointly by the  
11 certified employee organizations representing the police officers involved.

12 (II) The two members appointed by the Mayor and the employee  
13 organizations shall be selected within 4 days of the request for arbitration.

14 (III) The third member shall be selected within 4 additional days by  
15 the two arbitrators previously chosen and, in accordance with the procedures of the  
16 American Arbitration Association, must be selected from a list of seven arbitrators  
17 furnished by the American Arbitration Association.

18 (IV) All of the arbitrators on the list furnished by the American  
19 Arbitration Association must be members of the National Academy of Arbitrators.

20 (V) Unless the parties mutually agree on the third arbitrator, the  
21 parties alternately shall strike names from the list until one name remains.

22 (VI) The party requesting arbitration shall strike the first name.

23 (VII) The third member selected is the chairman of the board of  
24 arbitration.

25 [2.] (4) (I) [The] **SUBJECT TO SUBPARAGRAPH (II)**  
26 **OF THIS PARAGRAPH, THE** board of arbitration shall begin the arbitration proceedings  
27 within 7 days after the chairman is selected and make its decision, by a majority vote,  
28 within 30 days after beginning the proceedings.

29 (II) For good cause the chairman may extend any of the time  
30 requirements [set forth herein] **SPECIFIED IN SUBPARAGRAPH (I) OF THIS**  
31 **PARAGRAPH.**

32 [(iv)] (5) Within 3 days after the selection of the chairman of the  
33 board of arbitration, the Labor Commissioner or the designated representative of the Labor  
34 Commissioner shall provide each member of the board of arbitration and all parties with a

1 detailed itemization of the last proposal made by each of the respective parties during the  
2 negotiations with respect to issues of [direct compensation] **TERMS OF EMPLOYMENT**.

3 [(v) The provisions of this paragraph governing interest arbitration  
4 for police officers shall apply only to the terms of collective bargaining agreements directly  
5 relating to direct compensation. The provisions of this paragraph may not be construed as  
6 being contradictory to the provisions of the General Orders. If there is a dispute over  
7 whether an issue is an issue of direct compensation, the board of arbitration shall decide  
8 the issue and the decision by the board of arbitration is final and binding on both parties.]

9 [(vi) 1.] **(6) (I)** The board of arbitration shall identify the  
10 major issues in the dispute, review the positions of all parties, and base the award on the  
11 following factors:

12 [A.] 1. The lawful authority of the City;

13 [B.] 2. The financial conditions of the City;

14 [C.] 3. The stipulations of the parties;

15 [D.] 4. The terms of the existing collective bargaining  
16 agreement negotiated between the parties in the past providing for [direct compensation]  
17 **TERMS OF EMPLOYMENT** for employees involved in the arbitration proceeding;

18 [E.] 5. The overall compensation and benefits paid to the  
19 employees involved in the arbitration proceeding, whether reached by a collective  
20 bargaining agreement or otherwise, including any increased cost to the City for providing  
21 the benefits;

22 [F.] 6. The terms and conditions of other employees of the  
23 Mayor and City Council of Baltimore, including both employees represented in other  
24 bargaining units and the City's unrepresented employees, and including any changes in  
25 the terms and conditions for the period to be covered by the arbitration award;

26 [G.] 7. The overall compensation and benefits of other  
27 police departments and public safety employees in the State, as well as of comparable  
28 metropolitan political subdivisions in other states, and the consideration of the value of  
29 other benefits available to or received by other employees of the Mayor and City Council of  
30 Baltimore as compared with private sector employees in the metropolitan Baltimore City  
31 area and as compared with employees of other police departments and other public safety  
32 employees;

33 [H.] 8. The consumer prices for goods and services and  
34 other related items, cost-of-living data, and other factors that are normally utilized in the  
35 determination of wages and other benefits in the collective bargaining process;

1                    [I.] 9.        The increases and decreases in the Consumer Price  
2 Index published by the Bureau of Labor Statistics in the United States Department of  
3 Labor; and

4                    [J.] 10.        The public welfare, including the impact of the  
5 award on the City's ability to continue providing services generally to the residents of the  
6 City.

7                    [2. Notwithstanding        subsubparagraph        1        of        this  
8 subparagraph, the board of arbitration in rendering an award may not provide for issues  
9 relating to direct compensation that adversely affect the City's ability to continue to fund  
10 other public services generally.]

11                    (II)        The board of arbitration shall issue a written decision that  
12 demonstrates that all the factors set forth above have been considered and applied and  
13 includes the evidence on record relied on in making the award.

14                    [(vii)] (7)        The board of arbitration shall have the power to  
15 administer oaths, compel the attendance of witnesses, and require the production of  
16 evidence by subpoena.

17                    [(viii)] (8)        The board of arbitration after hearing witnesses and  
18 receiving and considering the written evidence that is submitted shall issue its written  
19 decision that orders the implementation, in its entirety, of the last proposal of one of the  
20 respective parties submitted in accordance with [subparagraph (iv) of this paragraph]  
21 **PARAGRAPH (5) OF THIS SUBSECTION.**

22                    [(ix) 1.] (9)        (I)        The decision of a majority of the members of  
23 the board of arbitration shall be final and binding on the Mayor and City Council of  
24 Baltimore and on the certified employee organizations involved in the proceedings.

25                    (II)        No appeal of the decision shall be allowed.

26                    (III)        The decision constitutes a mandate to the Mayor of Baltimore  
27 City with respect to the matters that can be remedied administratively by the Mayor and  
28 a mandate to the Board of Estimates and the City Council with respect to the matters which  
29 require legislative action necessary to implement the decision of the board of arbitration.

30                    [2.] (IV)        With respect to matters that require legislative  
31 action for implementation, the legislation shall be enacted within 45 days following the  
32 date of the arbitration decision.

33                    [3.] (V)        With respect to [salaries and wage scales]  
34 **FINANCIAL TERMS OF EMPLOYMENT**, the amounts determined by the final decision of  
35 the board of arbitration shall be included in the proposed Ordinance of Estimates in  
36 accordance with Article VI, § 5 of the Baltimore City Charter, may not be reduced by the

1 City Council in accordance with Article VI, § 7 of the Baltimore City Charter, and shall be  
2 adopted by the Board of Estimates as the [salary and wage scales] **FINANCIAL TERMS OF**  
3 **EMPLOYMENT** for employees of the Police Department in accordance with Article VI, § 9  
4 of the Baltimore City Charter.

5 ~~[(x)]~~ **(10)** The cost of the arbitration proceedings, including the cost  
6 for a court reporter, provided under this [paragraph] **SUBSECTION** shall be paid equally  
7 by the parties involved.

8 ~~[(c)]~~ **(D)** This section shall be construed to be consistent with and not to  
9 supersede other provisions of this subtitle, including, by way of illustration and not as a  
10 limitation:

11 (1) The provisions of this subtitle regarding the departmental budget; and

12 (2) The procedures or authority of the Board of Estimates, or the City  
13 Council.

14 **SECTION 2. AND BE IT FURTHER ENACTED,** That before this Act becomes  
15 effective, it first shall be submitted to a referendum of the qualified voters of Baltimore City  
16 at the general election to be held in November 2020. The governing body of Baltimore City  
17 and the Baltimore City Board of Elections shall do those things necessary and proper to  
18 provide for and hold the referendum required by this section. If a majority of the votes cast  
19 on the question are “For the referred law” this Act shall become effective on December 1,  
20 2020, but if a majority of the votes cast on the question are “Against the referred law” this  
21 Act, with no further action required by the General Assembly, shall be null and void.

22 **SECTION 3. AND BE IT FURTHER ENACTED,** That, subject to the provisions of  
23 Section 2 of this Act and for the sole purpose of providing for the referendum required by  
24 Section 2 of this Act, this Act shall take effect July 1, 2020.