

# Executive Department - State Labor Relations Boards

## MISSION

Maryland's three independent Labor Relations Boards ensure that employees eligible for collective bargaining have a full and fair opportunity to determine whether they will elect an exclusive representative through fair election processes. The Boards assist the parties through staff, regulations, voluntary support and impartial decisions on disputes that may arise under the regulations governing fair and effective implementation of the statute.

## VISION

The Boards will ensure that State employers, County Public School Boards, Higher Education management, employees, and any elected representative unions have a fair and positive environment in which to carry out their rights under the laws the Boards are charged with enforcing.

## KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

### Goal 1. Provide efficient, fair and accurate employee elections regarding exclusive representation.

**Obj. 1.1** Certify election candidates, meet with all candidates and employer representatives to establish election rules and procedures, issue Election Orders, conduct secret ballot elections within 90 days of first petition submission, encourage high percentage of employee participation in elections and certify results.

| Performance Measures  | 2015 Act. | 2016 Act. | 2017 Act. | 2018 Act. | 2019 Act. | 2020 Est. | 2021 Est. |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Higher Education Labor Relations Board                      |           |           |           |           |           |           |           |
| Election petitions filed                                    | 0         | 0         | 0         | 0         | 0         | 1         | 1         |
| Elections certified   | 0         | 0         | 0         | 0         | 0         | 1         | 1         |
| Elections held within 90 days                               | 0         | 0         | 0         | 0         | 0         | 1         | 1         |
| Percent of eligible voters participating in elections       | N/A       |
| State Labor Relations Board                                 |           |           |           |           |           |           |           |
| Election petitions filed                                    | 0         | 0         | 0         | 1         | 0         | 1         | 1         |
| Elections certified   | 0         | 0         | 0         | 1         | 0         | 1         | 1         |
| Elections held within 90 days                               | 0         | 0         | 0         | 1         | 0         | 1         | 1         |
| Percent of eligible voters participating in elections       | N/A       | N/A       | N/A       | 1         | N/A       | N/A       | N/A       |
| Public School Labor Relations Board                         |           |           |           |           |           |           |           |
| Election petitions filed                                    | 1         | 0         | 0         | 2         | 0         | 0         | 0         |
| Elections certified   | 1         | 0         | 0         | 2         | 0         | 0         | 0         |
| Elections held per requirements of Title 6 of the Education | 1         | 0         | 0         | 2         | 0         | 0         | 0         |
| Percent of eligible voters participating in elections       | 92%       | N/A       | N/A       | 80%       | N/A       | N/A       | N/A       |

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**Goal 2. Receive and process petitions, complaints, and requests to resolve negotiability disputes promptly and address controversies efficiently and impartially.**

**Obj. 2.1** Issue notice to respondent party within 48 hours of receipt of any properly filed petition providing clear timeline for response.

**Obj. 2.2** Conduct impartial investigation into probable cause basis for any unfair labor practice or other petition properly filed.

| Performance Measures                   | 2015 Act. | 2016 Act. | 2017 Act. | 2018 Act. | 2019 Act. | 2020 Est. | 2021 Est. |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Higher Education Labor Relations Board |           |           |           |           |           |           |           |
| Total petitions received               | 1         | 0         | 1         | 1         | 5         | 6         | 5         |
| Notices issued within 48 hours         | 1         | 0         | 1         | 1         | 5         | 6         | 5         |
| Number of investigations               | 1         | 0         | 1         | 1         | 1         | 6         | 5         |
| Findings of Probable Cause             | 0         | 0         | 0         | 0         | 1         | N/A       | N/A       |
| Motions to Reconsider                  | 0         | 0         | 0         | 0         | 1         | N/A       | N/A       |
| Motions to Reconsider granted by Board | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| State Labor Relations Board            |           |           |           |           |           |           |           |
| Total petitions received               | 8         | 7         | 14        | 26        | 7         | 8         | 8         |
| Notices issued within 48 hours         | 8         | 7         | 14        | 26        | 7         | 8         | 8         |
| Number of investigations               | N/A       | N/A       | N/A       | N/A       | 7         | 8         | 8         |
| Findings of Probable Cause             | N/A       | N/A       | N/A       | N/A       | 3         | N/A       | N/A       |
| Motions to Reconsider                  | N/A       | N/A       | N/A       | N/A       | 0         | N/A       | N/A       |
| Motions to Reconsider granted by Board | N/A       | N/A       | N/A       | N/A       | 0         | N/A       | N/A       |
| Public School Labor Relations Board    |           |           |           |           |           |           |           |
| Total requests and petitions received  | 15        | 16        | 16        | 19        | 11        | 12        | 12        |
| Notices issued within 48 hours         | 15        | 16        | 16        | 19        | 11        | 12        | 12        |

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**Goal 3. Conduct all Board/Agency business under an ethic of neutrality with fairness and impartiality in application of statute and regulations.**

**Obj. 3.1** Seek to ensure that all decisions and orders are issued impartially in accordance with applicable statutes and regulations.

| Performance Measures                           | 2015 Act. | 2016 Act. | 2017 Act. | 2018 Act. | 2019 Act. | 2020 Est. | 2021 Est. |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Higher Education Labor Relations Board         |           |           |           |           |           |           |           |
| Number of decisions and orders issued          | 0         | 0         | 0         | 0         | 1         | 5         | 4         |
| Decisions and orders appealed to Circuit Court | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Appeals withdrawn                              | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Appeals pending                                | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Board decisions upheld by Court                | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Board overturned/remanded by Court             | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| State Labor Relations Board                    |           |           |           |           |           |           |           |
| Number of decisions and orders issued          | 5         | 3         | 11        | 5         | 5         | 8         | 8         |
| Decisions and orders appealed to Circuit Court | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Appeals withdrawn                              | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Appeals pending                                | 0         | 0         | 0         | 0         | 0         | N/A       | N/A       |
| Board decisions upheld by Court                | N/A       | 0         | N/A       | N/A       | 0         | N/A       | N/A       |
| Board overturned/remanded by Court             | N/A       | 0         | N/A       | N/A       | 0         | N/A       | N/A       |
| Public School Labor Relations Board            |           |           |           |           |           |           |           |
| Number of decisions and orders issued          | 15        | 12        | 12        | 13        | 11        | 12        | 12        |
| Decisions and orders appealed to Circuit Court | 2         | 1         | 0         | 5         | 2         | N/A       | N/A       |
| Appeals withdrawn                              | 0         | 1         | 0         | 0         | 0         | N/A       | N/A       |
| Appeals pending                                | 1         | 0         | 0         | 2         | 2         | N/A       | N/A       |
| Board decisions upheld by Court                | N/A       | N/A       | N/A       | 3         | N/A       | N/A       | N/A       |
| Board overturned/remanded by Court             | N/A       | N/A       | N/A       | 0         | N/A       | N/A       | N/A       |