

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND
Legislative Session 2013, Legislative Day No. 8

Bill No. 29-13

Mr. Tom Quirk, Chairman
By Request of County Executive

By the County Council, April 15, 2013

A BILL
ENTITLED

AN ACT concerning

Employee Relations Act - Dues for Pay Schedules I and I-C Employees

FOR the purpose of lowering the percentage of employees who must be members of the exclusive representative for the representation unit representing employees on Pay Schedules I and I-C of the Classification and Compensation Plans in order to require certain employees who are not members of the exclusive representative to pay a certain service charge to the exclusive representative; providing for retroactive application of this Act; and generally relating to the payment of a certain service charge by employees who are not members of a certain exclusive representative.

By repealing and reenacting, without amendments

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
 [Brackets] indicate matter stricken from existing law.
 ~~Strike out~~ indicates matter stricken from bill.
 Underlining indicates amendments to bill.

1 AND [In] IN accordance with subsection (c) of this section:

2 [(1)] (I) If at least 70% of the total number of employees in a
3 representation unit are members of the exclusive representative for that representation unit, all
4 employees of the representation unit shall pay the service charge; and

5 [(2)] (II) If less than 70%, but more than 40% of employees in a
6 representation unit are members, the following employees of the representation unit shall pay the
7 service charge:

8 [(i)] 1. Employees who are hired into the representation unit, but do not
9 become members of the exclusive representative; and

10 [(ii)] 2. Current members of the exclusive representative who elect
11 to discontinue membership in the exclusive representative.

12 (2)(I) THIS PARAGRAPH APPLIES TO SALARIED EMPLOYEES IN PAY
13 SCHEDULES I AND I-C OF THE COUNTY CLASSIFICATION AND COMPENSATION
14 PLANS.

15 (II) IN ACCORDANCE WITH SUBSECTION (C) OF THIS
16 SECTION:

17 1. IF AT LEAST 70% OF THE TOTAL NUMBER OF
18 EMPLOYEES IN THE REPRESENTATION UNIT ARE MEMBERS OF THE EXCLUSIVE
19 REPRESENTATIVE FOR THAT REPRESENTATION UNIT, ALL EMPLOYEES OF THE
20 REPRESENTATION UNIT SHALL PAY THE SERVICE CHARGE; AND

21 2. IF LESS THAN 70%, BUT MORE THAN 30% OF

1 EMPLOYEES IN THE REPRESENTATION UNIT ARE MEMBERS, THE FOLLOWING
2 EMPLOYEES OF THE REPRESENTATION UNIT SHALL PAY THE SERVICE CHARGE:

3 A. EMPLOYEES WHO ARE HIRED INTO THE
4 REPRESENTATION UNIT AFTER JULY 1, 2012, BUT DO NOT BECOME MEMBERS OF
5 THE EXCLUSIVE REPRESENTATIVE; AND

6 B. MEMBERS OF THE EXCLUSIVE
7 REPRESENTATIVE AS OF JULY 1, 2012 WHO ELECT TO DISCONTINUE MEMBERSHIP
8 IN THE EXCLUSIVE REPRESENTATIVE.

9 SECTION 2. AND BE IT FURTHER ENACTED, that this Act, having passed by the
10 affirmative vote of five members of the County Council, shall take effect June 5, 2013 retroactive
11 to July 1, 2012.