



MARYLAND STATE LABOR RELATIONS BOARDS

**Public Schools
Higher Education
State Employees**

What are the MD State Labor Relations Boards?



- **Three independent Boards established by the General Assembly (State Government) to oversee the implementation of various collective bargaining rights for public employees in the state of Maryland.**

Higher Education Labor Relations Board (HELRB)

Public School Labor Relations Board (PSLRB)

State Labor Relations Board (SLRB)

Who serves on the Boards?



- **Each board has five members. Members are appointed by the governor with the advice and consent of the Senate. The parameters for selecting members differ among boards. Requirements are detailed in the Annotated Code of Maryland (COMAR)**
- **An Assistant Attorney General serves as independent legal counsel for all three boards.**
- **An Executive Director and staff operate the office and keep the official records of the boards.**

Duties of the Boards



Each of Maryland's independent labor relations boards works to support high quality employer-employee relations in Maryland's public employment arenas by:

- **Conducting representation elections**
- **Adopting rules and regulations**
- **Hearing issues/cases arising from elections or from the collective bargaining relationship between employers and employees**

Who is Covered?



Higher Education Labor Relations Board (HELRB)

Exempt and non-exempt employees and sworn police officers of State higher education institutions

Public School Labor Relations Board (PSLRB)

Educators and support staff of public schools across the state of Maryland

State Labor Relations Board (SLRB)

Various employees within the nine units (A-I) of state government. Units are divided by type of job.

Who is not covered?



Under each Board, managers, supervisors and confidential employees are excluded from coverage.

History of Collective Bargaining in Maryland Government



July 1996: An Executive Order gave certain MD State Employees the right to bargain collectively with the State on issues dealing with wages, hours and working conditions.

1999: The General Assembly enacted legislation codifying the executive order and creating the State Labor Relations Board to oversee collective bargaining practices

2001: Collective Bargaining provisions extended to eligible Higher Education employees. The HELRB was created to oversee these units.

History of Collective Bargaining in Maryland Government



2010: Although the individual counties in the state already participated in collective bargaining individually, the Public School Labor Relations Board was created to decide controversies or disputes arising under certain sections of the Education Article of the Annotated Code of Maryland. (Title 6, Subtitles 4 and 5)

2012: Collective bargaining rights were extended to State employees in four additional agencies, increasing the number and scope of employees that are included in collective bargaining units.

Types of Filings Before Each Board



Public School Labor Relations Board

- **Representation Elections**
- **Statutory Violations**
- **Impasse Requests**
- **Negotiability Disputes**

Types of Filings Before Each Board



Higher Education Labor Relations Board

- **Representation Elections**
- **Unit Clarification Petitions**
- **Unfair Labor Practice Complaints**
- **Election Disputes**

Types of Filings Before Each Board



State Labor Relations Board

- **Representation Elections**
- **Unit Clarification Petitions**
- **Unfair Labor Practice Complaints**
- **Election Disputes**