

President of the Senate
State House
Annapolis, Maryland 21404

Dear Mr. President:

In accordance with Article II, Section 17 of the Maryland Constitution, I have today vetoed Senate Bill 713.

This bill codifies in law the present grievance procedures established by Executive Order for most State employees in the Executive Branch of State Government, and applies them to all State employees except those excluded in new section 53(c) added by the bill to Article 64A.

The effect of the bill would be to extend these grievance procedures to officers of the Maryland State Police, non-faculty employees of the University of Maryland, the Associate Staff of Morgan State University, and employees of the Legislative and Judicial Branches of the State Government.

I have no objection to codifying the existing grievance procedures, or to extending these procedures to employees of the Legislative and (assuming the constitutionality thereof) the Judicial Branch. I am concerned, however, about the blanket application of these grievance procedures to officers of the State Police, employees of the University of Maryland, and the Associate Staff of Morgan State University.

The Maryland State Police has a grievance procedure for its employees that is not wholly dissimilar from that required under Senate Bill 713. The principal differences are that the State Police procedures are somewhat more expeditious and provide for the ultimate decision to be made by the Superintendent. All rights of fairness and due process, including the right to be represented by an attorney or other responsible person, are accorded. Step 5 permits review by the Secretary of Personnel, but his decision is advisory only.

The State Police is somewhat unique vis a vis other State agencies simply because of its heavy and sensitive responsibilities pertaining to law enforcement and dealing with the public. In my judgment, matters such as work assignments and conditions, discipline, and other similar aspects of personnel policy and administration should remain under the control of the Superintendent, without the intervention of the Department of Personnel mandated by this bill. I am supported in that belief by the Secretary of Personnel, the Superintendent of the State Police, and the Secretary of Public Safety and