

Annotated Code of Maryland  
(1979 Replacement Volume and 1982 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article 100 - Work, Labor and Employment

COLLECTIVE BARGAINING FOR STATE FIRE FIGHTERS

117.

(A) IN THIS SUBTITLE, THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(B) "EMPLOYEE" MEANS A FIRE FIGHTER EMPLOYED BY THE STATE OF MARYLAND.

(C) "EMPLOYER" MEANS THE STATE OF MARYLAND AND INCLUDES ANY PERSON ACTING DIRECTLY OR INDIRECTLY ON BEHALF OF OR IN THE INTEREST OF THE STATE WITH THE STATE'S KNOWLEDGE AND CONSENT.

~~(A)~~ (D) FIRE FIGHTERS EMPLOYED BY THIS STATE MAY INITIATE COLLECTIVE BARGAINING PROCEEDINGS.

~~(B)~~ (E) THE EMPLOYER SHALL DETERMINE AN APPROPRIATE UNIT FOR COLLECTIVE BARGAINING BY FIRE FIGHTERS UPON APPLICATION BY AN EMPLOYEE ORGANIZATION.

~~(C)~~ (F) (1) CERTIFICATION OF AN EMPLOYEE ORGANIZATION AS THE FIRE FIGHTERS' REPRESENTATIVE SHALL BE MADE BY A METHOD AGREED ON BY THE EMPLOYER AND AN EMPLOYEE ORGANIZATION.

(2) IF A METHOD CANNOT BE AGREED ON, THE AMERICAN ARBITRATION ASSOCIATION SHALL CONDUCT A SECRET BALLOT ELECTION.

(3) REGARDLESS OF HOW THE EMPLOYEE ORGANIZATION IS CERTIFIED, THE EMPLOYEE ORGANIZATION MUST BE SELECTED AS THE REPRESENTATIVE BY MORE THAN 50 PERCENT OF THE FIRE FIGHTERS.

(4) THE PARTICIPATING EMPLOYEE ORGANIZATION SHALL BEAR THE COST OF THE ELECTION.

~~(D)~~ (G) COLLECTIVE BARGAINING MAY INCLUDE:

- (1) COMPENSATION;
- (2) HOURS OF WORK;
- (3) WORKING CONDITIONS; AND
- (4) RETIREMENT;