

Report of the Maryland Public School Labor Relations Board on Implementation and Administration of the Fairness in Negotiation Act

Recommendation: The Fairness in Negotiations Act—which is the law that created the Public School Labor Relations Board (Board)—has been fully implemented. The Board serves a vital role in regulating collective bargaining and other labor relations matters for public school employees and employers. Accordingly, the Board recommends that the Sunset provision in the Fairness in Negotiations Act be repealed as provided for in House Bill 1181 and in any cross-filed Senate Bill that may be introduced.

Date Established: The Board became operational in July 2010

Composition: 5 members
Current vacancy—new member to be chosen from a list of candidates submitted by non-majority public school employee organization

Staff: Four (full-time Executive Director, full-time Special Assistant, contractual Executive Assistant, and full-time Assistant Attorney General)

Jurisdiction: Public school employees, public school employee organizations, and public school employers

Authorizing Statute: Title 6, Subtitles 4, 5, & 8, Education Article

Evaluation Completed By: Executive Director and Board

Implementation and Administration of Fairness in Negotiations Act

Consistent with Section 5 of Chapter 325 of the Acts of 2010, this report sets forth the implementation and administration of the Fairness in Negotiations Act, which is the Act that created the Public School Labor Relations Board (Board). The Board is an independent, quasi-judicial, state agency established pursuant to Subtitle 8 of the Education Article, Annotated Code of Maryland. The Board has jurisdiction to decide controversies or disputes arising under Title 6, Subtitle 4 and Subtitle 5, of that Article. Proceedings before the Board originate from cases brought to the Board by public school employee organizations, public school employees, or public school employers. The Board shares offices, facilities, and a staff consisting of an Executive Director, two additional staff members, and an Assistant Attorney General, with the Higher Education Labor Relations Board and the State Labor Relations Board.

The intent of the Fairness in Negotiations Act is to serve the public interest through the equitable and impartial administration, interpretation and enforcement of statutory public school labor relations provisions. The Board has no independent statutory power to enforce its decisions and orders. The Board may seek enforcement of its decisions and orders in State Circuit Courts, and aggrieved parties may seek judicial review.

There have been fifty-eight cases filed with the Board during the first three and one-half years of its operation. Thirty-eight of those have been Statutory Violation complaints, sixteen have been Requests for Impasse Declaration, and four have been requests for Determination as to Negotiability. (see **Appendix One** and **Appendix Two**) The Board has issued thirty-seven decisions in response to the cases that have been filed, and those decisions are available on the Board's website at www.laborboards.maryland.gov where they are listed both chronologically and by topic. The balance of cases filed with the Board have been withdrawn prior to decision or dismissed for various reasons, including lack of jurisdiction and failure of petitioner to file in a timely manner.

In addition to its case work, the PSLRB has adopted regulations and has engaged in continuous review of its enabling legislation. In the latter regard, the

Board has made recommendations for statutory changes designed to increase the effectiveness of its operations. The Board, through its staff and members, is available to respond to any concerns or questions presented to it, be those questions or concerns raised in the course of case processing or independently through phone calls or electronic mail messages asking questions about the Board's work, but unrelated to a pending case.

In February 2013, the Board was approached by a delegation of government and human resources representatives from Shanghai, China, requesting a training session in how states in this country administer public sector labor relations laws. PSLRB Chairman Strongin made a presentation to the Shanghai delegation.

Finally, the Board has made responsible fiscal decisions regarding its General Funds funding source (see **Appendix Three**), and will continue to do so. Please note that the Board's budget is combined with the budgets of the State Labor Relations Board and the Higher Education Labor Relations Board. The combined budget of the three-board agency is reviewed each year, and depending on the agency staff time put into working with each Board, the Boards are charged with various sections of the agency budget. Over the last two fiscal years, the work of the Public School Labor Relations Board has increased, and the staff salary charged to the Public School Labor Relations Board (as compared to the two other labor relations boards) in turn has increased.

Conclusion and Recommendations

The Board's case load to date has been substantial, and the Board anticipates that this will be true in the future. The Board will continue to adjudicate these cases in an equitable and impartial manner. In its investigatory and processing work, the Board and its staff have remained available and responsive to parties coming before the Board, maintaining a transparency of process as is appropriate in public service.

Of the thirty-seven decisions that the Board has issued, only four have been appealed to the courts. Of those four decisions, two have been upheld by the

courts. At present, one decision is on appeal in District Court, and the other decision is on appeal in the Court of Special Appeals.

Based on the information contained in this report, the Board recommends that the functions performed by the Board be continued and that the Sunset provision be repealed so that the Board may continue its important work—that of rendering equitable and impartial decisions consistent with the Education Article.

APPENDIX ONE

SUMMARY OF BOARD'S OPERATION DURING FISCAL YEAR ENDING
JUNE 30, 2012

STATUTORY VIOLATION CHARGES

<u>Parties</u>	<u>Disposition</u>
<p>Harford County Education Association, Inc. (HCEA) and Harford County School System (HCSS)</p> <p>PSLRB Case No. I-12-05 PSLRB Case No. SV-12-01 August 31, 2011</p>	<p>After reviewing numerous briefs and filings, including oral argument on December 16, 2011, the PSLRB, on March 30, 2012, issued its "Decision and Order" finding, inter alia, that HCSS failed to bargain in good faith regarding the parties' re-negotiations and ordered the parties to continue to bargain. HCSS refused to abide by the PSLRB's order. The refusal required the PSLRB to go to court to seek a Temporary Restraining Order ("TRO") ordering compliance. The TRO was granted by the Circuit Court for Anne Arundel County.</p> <p>In compliance with the Circuit Court's order, the parties resumed negotiations, resulting in a one year contract, effective July 1, 2012 through June 30, 2013.</p>
<p>In the Matter of Akobi Schuster v. Baltimore Teachers Union, Local 340, American Federation of Teachers</p> <p>PSLRB Case No. SV 2012-02 October 6, 2011</p>	<p>"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Mr. Schuster alleged that his union violated its duty of "fair representation."</p> <p>"Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on February 17, 2012.</p>

<p>In the Matter of Nancy Snead v. Prince George's County Educators' Association (PGCEA), and Prince George's County Public Schools (PGCPS)</p> <p>PSLRB Case No. SV 2012 - 03 November 2, 2011</p>	<p>Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article alleged violations of certain rights by PGCPs and failure of her union, PGCEA, to fairly represent her.</p> <p>Decision and Order Denying Request for Relief and Granting Motions to Dismiss issued on February 17, 2012.</p>
<p>In the matter of Education Association of St. Mary's County v. Board of Education, St. Mary's County</p> <p>PSLRB Case No. SV 2012-04 December 22, 2011</p>	<p>EASMC alleged that in violation of Title 6, Subtitle 4 and Subtitle 5 of the Education Article, the Board of Education wrongfully created a second certificated bargaining unit in St. Mary's County. Following multiple filings received from parties, PSLRB granted request to provide evidentiary hearing, and held a prehearing conference on April 13, 2012. Following the pre-hearing conference, parties resumed bargaining, and reached an amicable resolution. Matter was withdrawn by charging party on May 25, 2012.</p>
<p>In the Matter of Education Association of St. Mary's County (EASMC) and Dr. Michael Martirano</p> <p>PSLRB Case No. SV-12-05 January 30, 2012</p>	<p>EASMC alleged that In violation of Sections 6-402 and 6-409 of the Education Article Superintendent Martirano participated in and supported an effort by a competing organization to divide the bargaining unit.</p> <p>Decision and Order granting St. Mary's County School System's Motion to Dismiss issued on March 30, 2012.</p>
<p>Baltimore Teachers Union, AFT Local 340 v. Baltimore City Board of School Commissioners</p> <p>PSLRB Case No. SV-12-06 February 3, 2012</p>	<p>Violations of Section 6-409 of the Education Article alleged by the union. Withdrawn on February 16, 2012.</p>

<p>In the Matter of Donna Evans v. Montgomery County Education Association (MCEA)</p> <p>PSLRB Case No. SV 2012-07 March 5, 2012</p>	<p>Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article alleging that the Union (MCEA) breached its "Duty of Fair Representation."</p> <p>Decision and Order Denying Request for Relief and Granting Motion to Dismiss issued on May 15, 2012.</p>
<p>In the Matter of Donna Evans v. Board of Education of Montgomery County (MCPS)</p> <p>PSLRB Case No. SV 2012-08 March 7, 2012</p>	<p>Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article, alleging harassment on the part of charging party's principal.</p> <p>"Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on May 15, 2012.</p>
<p>In the Matter of George Hopkins v. Howard County Education Association</p> <p>PSLRB Case No. SV 2012-09 May 29, 2012</p>	<p>Mr. Hopkins charged his union, the HCEA, with failure of its "Duty of Fair Representation."</p> <p>As of June 2012, this matter is under advisement.</p>
<p>Sylvia Walker, et al. v. Baltimore Teachers Union (BTU)</p> <p>PSLRB Case No. SV 2012-10 May 30, 2012</p>	<p>BTU was charged with failure of its "Duty of Fair Representation."</p> <p>As of June 2012, the charge is currently under advisement.</p>

IMPASSE REQUESTS

<u>Parties</u>	<u>Disposition</u>
<p>Carroll County Education Association and Carroll County School (joint filing)</p> <p>Date of Filing – May 19, 2011</p>	<p>Joint withdrawal on June 20, 2011. (Withdrawn prior to assignment of a case number.)</p>
<p>Howard County Education Association and Howard County School Board</p> <p>Date of Filing – May 25, 2011</p>	<p>Request to hold matter in abeyance filed by Education Association on June 27, 2011 due to a tentative settlement being negotiated. After ratification of the settlement, Education Association withdrew the impasse request on July 12, 2011. (Withdrawn prior to assignment of a case number.)</p>
<p>Kent County Education Support Professional Association and Kent County Public Schools</p> <p>Date of Filing - July 20, 2011 PSLRB Case No. I-12-02</p>	<p>PSLRB issued “Notice of Determination that an Impasse Has Not Been Reached” on August 11, 2011. Parties returned to bargaining table. Matter settled.</p>
<p>Maryland State Education Association and Queen Anne’s County Public Schools (jointly filed for Certificated Unit)</p> <p>Date of Filing - July 21, 2011 PSLRB Case No. I-12-03</p>	<p>PSLRB issued “Notice of Determination that an Impasse In Negotiations Has Been Reached” on August 11, 2011. Parties met with a mediator and settled during mediation. The tentative agreement was ratified sometime after October 17, 2011.</p>

<p>Maryland State Education Association and Queen Anne's County Public Schools (jointly filed for the Non-Certificated Unit),</p> <p>PSLRB Case No. I-12-04 Date of Filing - July 21, 2011</p>	<p>Board issued Notice of Determination that an Impasse in Negotiations Has Been Reached on August 8, 2011. As per Education Article Requirements, parties submitted Last and Best Offers to the Board, and have selected a mediator. Parties met with the mediator, and a tentative agreement was reached during mediation. The tentative agreement was ratified sometime after October 17, 2011.</p>
<p>Calvert Education Association and Calvert County Public Schools (Request for Determination that an Impasse In Negotiations Has Been Reached) filed by Association for Certificated Unit.</p> <p>Date of Filing - September 28, 2011 PSLRB No. I-12-06</p>	<p>CEA withdrew "Request" for Impasse Determination" on December 2, 2011.</p>
<p>Calvert Association of Educational Support Staff (CAESS) and Calvert County Public Schools (filed by CAESS for the Non-Certificated Unit)</p> <p>Date of filing - October 14, 2011 PSLRB Case No. I-12-07</p>	<p>CAESS withdrew its "Request for Impasse Determination" on December 2, 2011, without a finding by the PSLRB.</p>
<p>Howard County Education Association and Howard County School Board</p> <p>Date of Filing - March 8, 2012 PSLRB Case No. I-12-08</p>	<p>"Request for Determination that an Impasse In Negotiations Has Been Reached filed by HCEA on March 8, 2012. "Notice of Determination That An Impasse In Negotiations Has Not Been Reached" issued on May 15, 2012. Agreement reached, "Request" withdrawn.</p>

<p>Harford County Education Association, Inc. and Harford County School System</p> <p>Date of Filing - May 25, 2012 PSLRB Case No. I-12-09</p>	<p>Response requested from School Board per the union's allegations that the Board was not engaging in good faith bargaining regarding teacher salary increases. On June 18, 2012, Union advised that an agreement had been reached and ratified. The request for impasse, accordingly, is moot.</p>
<p>Cecil County Classroom Teachers Association and Cecil County Public Schools</p> <p>Date of Filing - June 20, 2012 PSLRB Case No. I-12-10</p>	<p>Recently filed request for determination of impasse. Awaiting position statement from School Board, after which PSLRB review will begin.</p>

NEGOTIABILITY DISPUTES

<u>Parties</u>	<u>Disposition</u>
<p>Howard County Education Association – Educational Support Professionals and Board of Education of Howard County</p> <p>Date of Filing - June 20, 2012 PSLRB Case No. N-12-01</p>	<p>This matter is currently under advisement as of the date of this report.</p>

APPENDIX TWO

SUMMARY OF BOARD'S OPERATION DURING FISCAL YEARS 2013 and 2014
ENDING JANUARY 31, 2014

STATUTORY VIOLATION CHARGES

<u>Parties</u>	<u>Disposition</u>
<p>In the Matter of George E. Hopkins Jr. v. Howard County Education Association (HCEA)</p> <p>PSLRB Case No. SV 12-09 May 29, 2012</p>	<p>"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article." Mr. Hopkins alleged that his union breached its Duty of Fair Representation in violation of Section 6-407(b) of the Education Article of the Annotated Code of Maryland.</p> <p>"Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on August 6, 2012.</p>
<p>In the Matter of Sylvia Walker v. Baltimore Teachers Union, Marietta English, and Chandra Carriere</p> <p>PSLRB Case No. SV 12-10 June 12, 2012</p>	<p>"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Ms. Walker alleged that her union breached its Duty of Fair Representation in violation of Section 6-407(b) or 6-509(b) of the Education Article of the Annotated Code of Maryland.</p> <p>"Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on August 6, 2012.</p>
<p>In the Matter of Suzanne Windsor v. Prince Georges County Employee Association (PGCEA)</p> <p>PSLRB Case No. SV 2013-01 July 26, 2012</p>	<p>"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Mr. Hopkins alleged that his union breached its Duty of Fair Representation in violation of Section 6-407(b) of the Education Article of the Annotated Code of Maryland and also charged PGCEA with violating Section 6-409 of the Education Article which prohibits interference with lawful union activity.</p> <p>"Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on October 3, 2012.</p> <p>Appeal filed with the Circuit Court of Prince George's County. Case no. CAL12-35904 scheduled for September 20, 2013 at 9:00 AM. Circuit Court upheld PSLRB Decision in December 2013.</p>
<p>Cecil County Classroom Teachers Associations v. Cecil County Public Schools</p> <p>PSLRB Case No. SV 2013-02 June 20, 2012</p>	<p>The issue presented in PSLRB Case SV- 2013-02 was whether Cecil County Public Schools ("CCPS") was statutorily obligated to engage in negotiations with the Cecil County Classroom Teachers Association regarding the salaries and working conditions of school psychologists when those employees were placed in the CCCTA negotiating unit.</p> <p>On November 28, 2012, the PSLRB dismissed the case as moot after determining that CCPS and CCCTA had in fact engaged in such negotiations, eliminating the need for the Board to decide the issue presented in the case.</p>
<p>In the Matter of Bertha Townsend v. Baltimore County Public Schools (BCPS)</p> <p>PSLRB Case No. SV 2013-03 September 7, 2012</p>	<p>"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Ms. Townsend alleged that her union breached its Duty of Fair Representation in violation of Section 6-407(b) of the Education Article of the Annotated Code of Maryland; Townsend also charged BCPS with violating Section 6-409 of the Education Article which prohibits interference with lawful union activity.</p> <p>"Decision and Order Denying Request for Relief" and Granting</p>

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<u>Parties</u>	<u>Disposition</u>
	Motion to Dismiss" issued on January 14, 2013
In the Matter of Bertha Townsend v. Teachers Association of Baltimore County (TABCO) PSLRB Case No. SV 2013-04 September 7, 2012	"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Ms. Townsend alleged that her union breached its Duty of Fair Representation in violation of Section 6-407(b) of the Education Article of the Annotated Code of Maryland; Townsend also charged BCPS with violating Section 6-409 of the Education Article which prohibits interference with lawful union activity. "Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on January 14, 2013.
In the Matter of Jamie Lewis v. The Baltimore City Board of School Commissioners PSLRB Case No. SV 2013-05 September 7, 2012	Ms. Lewis charged BCBSB with violating Section 6-409 of the Education Article that prohibits interference with lawful union activity. "Decision and Order Denying Request for Relief and Granting, in Part, Motion to Dismiss" issued on January 14, 2013.
In the Matter of Jamie Lewis v. The Baltimore City Public Schools Administrators and Supervisors Association PSLRB Case No. SV 2013-06 September 7, 2012	"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Ms. Lewis alleged that her union breached its duty of fair representation in violation of Section 6-407(b) of the Education Article of the Annotated Code of Maryland; Lewis also charged BCPS with violating Section 6-409 of the Education Article which prohibits interference with lawful union activity. "Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on January 14, 2013.
In the Matter of Gerard A. McConnell v. AFSCME Local 1693 PSLRB Case No. SV 2013-07 October 26, 2012	"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Mr. McConnell alleged that his union breached its Duty of Fair Representation in violation of Section 6-509(b) of the Education Article of the Annotated Code of Maryland. "Decision and Order Denying Request for Relief and Granting Motion to Dismiss" issued on March 28, 2013.
In the Matter of Josephat Mua v. AFSCME 2250 and AFSCME, AFL-CIO PSLRB Case No. SV 2013-08 November 28, 2012	"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article" Mr. Mua alleged that his union breached its Duty of Fair Representation in violation of Section 6-509(b) of the Education Article of the Annotated Code of Maryland. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on May 29, 2013 with Dissenting Opinion by Board Member Kopp.
In the Matter of Scott Jones v. Warren Glass (Public School Employer)	Mr. Jones, a non-certificated mail room driver employed by the Baltimore City Board of School Commissioners ("School Board") filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of

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<u>Parties</u>	<u>Disposition</u>
PSLRB Case No. SV 2013-09 December 18, 2012	Education Article." The charge was dismissed on March 13, 2013 for failure to assert facts that could reasonably be construed as asserting a violation of his rights under Subtitle 5.
In the Matter of Scott Jones v. Robert Jay Kessler (Hearing Examiner) PSLRB Case No. SV 2013-10 December 18, 2012	Mr. Jones, a non-certificated mail room driver employed by the Baltimore City Board of School Commissioners ("School Board") filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of Education Article." The charge was dismissed on March 13, 2013 for failure to assert any facts that could reasonably be construed as asserting a violation of his rights under Subtitle 5.
In the Matter of Scott Jones v. AFSCME Council 67 PSLRB Case No. SV 2013-11 December 18, 2012	Mr. Jones, a non-certificated mail room driver employed by the Baltimore City Board of School Commissioners ("School Board") filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of Education Article." The charge was dismissed without prejudice on March 13, 2013 for failure to assert any facts that could reasonably be construed as asserting a violation of his rights under Subtitle 5.
Baltimore Teachers Union, American Federation of Teachers, Local 340, AFL-CIO v. Baltimore City Board of School Commissioners PSLRB Case No. SV 2013-12 February 8, 2013	Withdrawn on March 12, 2013.
In the Matter of Gail Bingham v. Prince George's County Education Association (PGCEA) PSLRB Case No. SV 2013-13 June 19, 2013	Ms. Bingham, a certificated employee of the Prince George's County Public Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The Charging Party alleges that her employee association, PGCEA, failed to assist her in filing a grievance. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on July 12, 2013.
In the Matter of Gail Bingham v. Prince George's County Public Schools PSLRB Case No. SV 2013-14 June 19, 2013	Ms. Bingham, a certificated employee of the Prince George's County Public Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The Charging Party alleges that the County Board subjected her to harassment and discrimination in retaliation for exercising her statutory rights. "Decision and Order Denying Request for Relief and Dismissing

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STATUTORY VIOLATION CHARGES

<u>Parties</u>	<u>Disposition</u>
	Charge" issued on August 22, 2013.
In the Matter of Sylvia Hill-Gilchrist v. Baltimore City Public Schools and Public School Administrators and Supervisors Association PSLRB Case No. SV 2014-01 July 9, 2013	Ms. Hill-Gilchrist, a certificated employee of the Baltimore City Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The Charging Party alleges that the charged parties failed to afford her the rights to which she was entitled under the parties' Memorandum of Understanding. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on August 9, 2013.
In the Matter of Brian Taltoan v. Baltimore City Board of School Commissioners PSLRB Case No. SV 2014-02 July 19, 2013	Mr. Taltoan, a certificated employee of the Baltimore City Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." "Decision and Order Denying Request for Relief and Dismissing Charge" issued on August 26, 2013.
In the Matter of Brian Taltoan v. Public School Administrators and Supervisors Association of Baltimore City (PSASA) PSLRB Case No. SV 2014-03 July 22, 2013	Mr. Taltoan, a certificated employee of the Baltimore City Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." "Decision and Order Denying Request for Relief and Dismissing Charge" issued on October 22, 2013.
In the Matter of Donna Beckett v. AFSCME, Local 2250 PSLRB Case No. SV 2014-04 October 7, 2013	Ms. Beckett, a non-certificated employee with Prince George's County Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The Charging Party alleges that the Union failed to respond to her request for assistance. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on December 3, 2013.
Baltimore Teachers Union, AFT, Local 340, AFL-CIO v. The Baltimore City Board of School Commissioners PSLRB Case No. SV 2014-05 October 11, 2013	Withdrawn on November 13, 2013.
In the Matter of Mark J. Resnick v. Association of Supervisory and Administrative School Personnel (ASASP) PSLRB Case No. SV 2014-06 October 16, 2013	"Charge of Violation of Title 6, Subtitle 4 or Subtitle 5, of the Education Article." Mr. Resnick alleged that his union breached its Duty of Fair Representation in violation of Section 6-509(b) of the Education Article of the Annotated Code of Maryland. Mr. Resnick also charged that his union violated Section 6-509(a) and (c) – (e) of the Education Article of the Annotated Code of Maryland through various conduct and activity which Mr.

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<u>Parties</u>	<u>Disposition</u>
	Resnick described in detail in his charge. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on January 6, 2014.
Howard County Education Association v. Howard County Public School System PSLRB Case No. SV 2014-07 October 18, 2013	Dismissal pursuant to PSLRB decision in negotiability matter PSLRB Case No. N-2014-01. A Summary Decision in N-2014-01 was issued on November 12, 2013. A "Decision and Order on Request to Resolve Dispute As to Negotiability" in N-2014-01 was issued on December 3, 2013. Respondent appealed this decision to the Howard County Circuit Court where an appeal is currently pending.
In the Matter of Gurinder Choudhary v. Prince George's County Public Schools PSLRB Case No. SV 2014-08 November 13, 2013	Mr. Choudhary, a certificated employee with Prince George's County Public Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The Charging Party alleges that the County Board provided him with "biased evaluations" and breached his employment contract. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on January 6, 2014.
In the Matter of Suzanne Windsor v. Prince George's County Educators Association (PGCEA) PSLRB Case No. SV 2014-09 November 19, 2013	Ms. Windsor, a certificated employee with Prince George's County Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The Charging Party alleges that PGCEA refused to represent her in violation of its Duty of Fair Representation. "Decision and Order Denying Request for Relief and Dismissing Charge" issued on January 6, 2014.
In the Matter of Myrna Roberts v. Crossland High School PSLRB Case No. SV 2014-10 December 18, 2013	Ms. Roberts, a certificated employee with Prince George's County Public Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The charge is pending before the Board.
In the Matter of Myrna Roberts v. Prince George's County Educators Association (PGCEA) PSLRB Case No. SV 2014-11 December 18, 2013	Ms. Roberts, a certificated employee with Prince George's County Public Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." "Decision and Order Denying Request for Relief and Dismissing Charge" issued on January 13, 2014.
In the Matter of Myrna Roberts v. Prince George's County Public Schools PSLRB Case No. SV 2014-12 December 18, 2013	Ms. Roberts, a certificated employee with Prince George's County Public Schools, filed a "Charge of Violation of Title 6, Subtitle 4 or Subtitle 5 of the Education Article." The charge is pending before the Board.

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IMPASSE REQUESTS

<u>Parties</u>	<u>Disposition</u>
<p>Cecil County Classroom Teachers Association and Cecil County Public Schools</p> <p>PSLRB Case No. I 2012-10 June 20, 2012</p>	<p>Received "Request for Determination That An Impasse in Negotiations Has Been Reached."</p> <p>"Notice of Determination That An Impasse in Negotiations Has Been Reached" issued on November 29, 2012.</p>
<p>Queen Anne's County Education Association v Queen Anne's County BOE (filed by Education Association, for the Certificated Unit I)</p> <p>PSLRB Case No. I 2013-01 September 18, 2012</p>	<p>Received "Request for Determination That An Impasse in Negotiations Has Been Reached."</p> <p>"Notice of Determination That An Impasse in Negotiations Has Been Reached" issued on November 8, 2012.</p>
<p>Queen Anne's County Education Association v Queen Anne's County BOE (filed by Education Association, Support Units I, II, III)</p> <p>PSLRB Case No. I 2013-02 September 18, 2012</p>	<p>Received "Request for Determination That An Impasse in Negotiations Has Been Reached."</p> <p>"Notice of Determination That An Impasse in Negotiations Has Been Reached" issued on November 8, 2012.</p>
<p>Washington County Teachers Association, Inc. and Washington County Public Schools (filed Jointly)</p> <p>PSLRB Case No. I 2013-03 May 29, 2013</p>	<p>Received "Request for Determination That An Impasse in Negotiations Has Been Reached."</p> <p>"Notice of Determination That An Impasse in Negotiations Has Been Reached" issued on June 3, 2013.</p>
<p>Harford County Public Schools and Harford County Educational Support Council (filed by HCESC)</p> <p>PSLRB Case No. I 2013-04 June 26, 2013</p>	<p>Received "Request for Determination That An Impasse in Negotiations Has Been Reached."</p> <p>Matter was resolved in mediation on October 8, 2013.</p>
<p>Harford County Public Schools and Harford County Education Association (filed by HCEA)</p> <p>PSLRB Case No. I 2014-01 August 20, 2013</p>	<p>Received "Request for Determination That An Impasse in Negotiations Has Been Reached."</p> <p>Request withdrawn by HCEA on September 27, 2013.</p>

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NEGOTIABILITY DISPUTES

<u>Parties</u>	<u>Disposition</u>
<p>Howard County Education Association - Educational Support Professionals v. Board of Education of Howard County</p> <p>PSLRB Case No. N 2012-01 July 2, 2012</p>	<p>Received "Request to Resolve a Dispute as to Negotiability."</p> <p>Decision issued on July 16, 2012 determining that the topic of "discipline and discharge of an employee for just cause" is a mandatory subject of bargaining. A full opinion followed on August 2, 2012.</p>
<p>Carroll County Education Association v. Carroll County Public Schools</p> <p>PSLRB Case No. 2013-01 May 28, 2013</p>	<p>Received "Request to Resolve a Dispute as to Negotiability."</p> <p>"Decision and Order on Request to Resolve Dispute As To Negotiability" issued on June 27, 2013. Dissenting opinion by Member Kopp was included with the decision.</p>
<p>Howard County Education Association v. Board of Education of Howard County</p> <p>PSLRB Case No. 2014-01 October 18, 2013</p>	<p>Received "Request to Resolve a Dispute as to Negotiability."</p> <p>"Decision and Order on Request to Resolve Dispute As To Negotiability" issued on December 3, 2013. Dissenting opinion by Member Harmon was included with the decision.</p>

APPENDIX THREE

Board's Fiscal Summary

Fiscal Year ending June 30, 2012

**Please note that the PSLRB is included in an agency that also houses two other labor relations boards, and some of these categories are funded in each board's individual budget. The figures included below are the amounts contributed to each category specifically by the PSLRB.

Staff compensation.....	\$65,300.00
Board member compensation	\$6300.00
Travel and transportation	\$1943.00
Rent & Utilities.....	\$6527.83
Postage.....	\$1325.00
Hearing transcript preparations	\$498.00
Supplies and materials.....	\$1035.00
Equipment-Inventory.....	\$3548.66
Equipment Rental.....	\$1800.00
Total obligations and expenditures.....	\$88, 277.49

Board's Fiscal Summary

Fiscal Year ending June 30, 2013

**Please note that the PSLRB is included in an agency that also houses two other labor relations boards, and some of these categories are funded in each board's individual budget. The figures included below are the amounts contributed to each category specifically by the PSLRB.

Staff compensation.....	\$112,851
Board member compensation	\$6,650
Travel and transportation	\$2,560
Rent & Utilities.....	Not charged to PSLRB
Postage.....	\$497
Hearing transcript preparations	\$436
Supplies and materials.....	Not charged to PSLRB
Equipment-Inventory.....	Not charged to PSLRB
Equipment Rental.....	Not charged to PSLRB
Total obligations and expenditures.....	\$122,994