

SENATE BILL 252

P4

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CF HB 700

By: **Senators Muse, Brochin, Jacobs, Raskin, and Shank**

Introduced and read first time: January 17, 2014

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 26, 2014

CHAPTER _____

1 AN ACT concerning

2 ~~Task Force~~ **Joint Committee on Fair Practices and State Personnel**
3 **Oversight – Public Hearings on Workplace Bullying in State Agencies**

4 FOR the purpose of ~~establishing the Task Force on Workplace Bullying in State~~
5 ~~Agencies; providing for the composition, chair, and staffing of the Task Force;~~
6 ~~prohibiting a member of the Task Force from receiving certain compensation,~~
7 ~~but authorizing the reimbursement of certain expenses; requiring the Task~~
8 ~~Force to study and make recommendations regarding certain matters; requiring~~
9 ~~the Task Force to report its findings and recommendations to the Governor and~~
10 ~~certain standing committees of the General Assembly on or before a certain~~
11 ~~date; providing for the termination of this Act; and generally relating to the~~
12 ~~Task Force on Workplace Bullying in State Agencies~~ requiring the Joint
13 Committee on Fair Practices and State Personnel Oversight to hold a certain
14 minimum number of public hearings on workplace bullying in State agencies
15 before a certain deadline; authorizing the Joint Committee to accept testimony
16 on certain subjects at a public hearing held under this Act; requiring the Joint
17 Committee to give a certain notice to certain State agencies; requiring a State
18 agency to give a certain notice to certain employees in a certain manner; and
19 generally relating to workplace bullying in State agencies.

20 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
21 MARYLAND, That:

22 (a) ~~There is a Task Force on Workplace Bullying in State Agencies.~~

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 ~~(b) The Task Force consists of the following members:~~

2 ~~(1) the cochairs of the Joint Committee on Fair Practices and State~~
3 ~~Personnel Oversight, or the cochairs' designees;~~

4 ~~(2) the Secretary of Budget and Management, or the Secretary's~~
5 ~~designee;~~

6 ~~(3) the Secretary of Labor, Licensing, and Regulation, or the~~
7 ~~Secretary's designee;~~

8 ~~(4) an assistant Attorney General with experience in labor and~~
9 ~~employment law, appointed by the Attorney General;~~

10 ~~(5) the Executive Director of AFSCME Maryland, or the Executive~~
11 ~~Director's designee; and~~

12 ~~(6) six representatives of stakeholder organizations, appointed by the~~
13 ~~Governor.~~

14 ~~(e) The Secretary of Budget and Management, or the Secretary's designee,~~
15 ~~shall chair the Task Force.~~

16 ~~(d) The Department of Budget and Management shall provide staff for the~~
17 ~~Task Force.~~

18 ~~(e) A member of the Task Force:~~

19 ~~(1) may not receive compensation as a member of the Task Force; but~~

20 ~~(2) is entitled to reimbursement for expenses under the Standard~~
21 ~~State Travel Regulations, as provided in the State budget.~~

22 ~~(f) The Task Force shall:~~

23 ~~(1) study the effects of workplace bullying in State agencies;~~

24 ~~(2) develop a survey that can be used to collect data regarding:~~

25 ~~(i) the prevalence of workplace bullying in State agencies; and~~

26 ~~(ii) statistics on characteristics of employees who are bullied,~~
27 ~~including age, gender, ethnicity, and education level; and~~

28 ~~(3) make recommendations regarding:~~

1 ~~(i) a way to report and track workplace bullying in State~~
2 ~~agencies;~~

3 ~~(ii) a definition of workplace bullying that can be used uniformly~~
4 ~~across State agencies; and~~

5 ~~(iii) ways to address and prevent workplace bullying in State~~
6 ~~agencies.~~

7 ~~(g) On or before December 31, 2014, the Task Force shall report its findings~~
8 ~~and recommendations to the Governor and, in accordance with § 2-1246 of the State~~
9 ~~Government Article, the Senate Finance Committee and the House Economic Matters~~
10 ~~Committee.~~

11 (a) Before the start of the 2015 regular legislative session, the Joint
12 Committee on Fair Practices and State Personnel Oversight shall hold at least two
13 public hearings on workplace bullying in State agencies.

14 (b) At a public hearing held under subsection (a) of this section, the Joint
15 Committee may accept testimony on:

16 (1) the nature and prevalence of workplace bullying in State agencies;

17 (2) the effects of workplace bullying on employees of State agencies;

18 (3) possible measures to address and prevent workplace bullying in
19 State agencies; and

20 (4) any other information relevant to workplace bullying in State
21 agencies.

22 (c) The Joint Committee shall notify each State agency of the time and
23 location of any public hearing held under subsection (a) of this section at least 3 weeks
24 before the scheduled date of the public hearing.

25 (d) Each State agency shall notify its employees by electronic mail of the
26 time and location of any public hearing held under subsection (a) of this section at
27 least 2 weeks before the scheduled date of the public hearing.

28 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
29 June 1, 2014. ~~It shall remain effective for a period of 1 year and 1 month and, at the~~
30 ~~end of June 30, 2015, with no further action required by the General Assembly, this~~
31 ~~Act shall be abrogated and of no further force and effect.~~