

Collective Bargaining Fact Sheet #3

7-1-2023

Purpose:

To provide a brief summary of changes of the new Public Employee Relations Act which takes effect July 1, 2023 and impacts community colleges.

Legal Reference:

Changes to the law are codified in Title 16 of the Annotated Code, Education Article, and Article 22 of the Annotated Code, State Government Article. The changes are delineated in the following Senate Bill. [sb0367T.pdf](#)

Summary of Key Changes:

Effective July 1, 2023, a new Public Labor Relations Board is established which *replaces* the State Labor Relations Board, the State Higher Education Labor Relations Board, and the Public School Labor Relations Board.

The Board will consist of 5 members appointed by the Governor and be knowledgeable in labor law, labor mediation or labor negotiations. Term of office will be for 6 years beginning July 1, 2023.

The Board will meet at least once per month.

The Board will appoint 3 separate deputy directors as follows:

1. Deputy Director for public school labor relations
2. Deputy Director for public higher education labor relations
3. Deputy Director for the Executive Branch labor relations

Petitions/Elections/Unfair Labor Practices/Impasse

The new Public Labor Relations Board and corresponding Deputy Director will have oversight on all matters relating to labor relations, such as petitions, elections, unfair labor practice allegations, impasse proceedings and to ensure compliance with the Public Labor Relations Act.