

Expedited Bill No. 19-20
Concerning: Administration – County
Executive – Office of Labor Relations
- Established
Revised: 4-15-2020 Draft No. 3
Introduced: April 14, 2020
Enacted: May 19, 2020
Executive: May 29, 2020
Effective: May 29, 2020
Sunset Date: None
Ch. 16, Laws of Mont. Co. 2020

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Council President at the Request of the County Executive

AN EXPEDITED ACT to:

- (1) establish an Office of Labor Relations in the Executive Branch;
- (2) transfer certain duties from the Office of Human Resources to the Office of Labor Relations; and
- (2) generally amend the law governing the organization of employees responsible for labor relations in the Executive Branch.

By adding

Montgomery County Code
Chapter 2, Administration
Section 2-25D

By amending

Montgomery County Code
Chapter 2, Administration
Section 2-64I

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

The County Council for Montgomery County, Maryland approves the following Act:

1 **Sec 1. Section 2-25D is added and Section 2-64I is amended as follows:**

2 **2-25D. Office of Labor Relations.**

3 (a) The Office of Labor Relations is part of the Office of the County
4 Executive. The Office is headed by the Chief Labor Relations Officer.

5 (b) The Office must:

6 (1) formulate and implement the County's labor and employee
7 relations policies;

8 (2) serve as the employer's representative in collective bargaining,
9 including any impasse or interest arbitration;

10 (3) serve as the employer's representative in all matters before the
11 Permanent Umpire and the Labor Relations Administrator,
12 including prohibited practice charges;

13 (4) advise employees, managers, and supervisors on labor and
14 employee relations matters, including implementation of
15 collective bargaining agreements and the personnel regulations;
16 and

17 (5) process grievances arising under a collective bargaining agreement
18 or the personnel regulations.

19 **Division 15. Office of Human Resources.**

20 **Sec. 2-64I. Functions.**

21 The Office of Human Resources has the following functions:

22 (a) Under the administration of the [chief administrative officer] Chief
23 Administrative Officer, supervise the [county] County merit system in
24 accordance with the [county charter] County Charter, local, state and
25 federal laws, rules and regulations.

- 26 (b) Assist all appointing authorities in the implementation of merit system
 27 [charter] Charter provisions and the personnel regulations of the [county
 28 executive] Executive.
- 29 (c) Assist the [county executive] Executive in the development and
 30 administration of a career service and in the administration of a
 31 comprehensive management personnel program.
- 32 (d) Provide cooperative personnel services to political subdivisions of
 33 Montgomery County or agencies supported in whole or in part by taxes
 34 levied by the [county council] Council and to the Montgomery County
 35 Revenue Authority.
- 36 (e) Perform related duties as assigned.
- 37 (f) Develop and administer the equal employment opportunity program,
 38 unless this responsibility is transferred to the [office of the chief
 39 administrative officer] Chief Administrative Officer in accordance with
 40 the termination provision of chapter 1, section 5 of the 1981 Laws of
 41 Montgomery County.
- 42 [(g) Administer the county employee complaint/grievance procedures.]

43 **Sec. 2. Expedited Effective Date.**

44 The Council declares that this legislation is necessary for the immediate
 45 protection of the public interest. This Act takes effect on the date on which it becomes
 46 law.

47 **Sec. 3. Transition.**

48 References to the Office of Human Resources in County law or regulation
 49 means the Office of Labor Relations regarding those functions assigned to the Office
 50 of Labor Relations under this Act. If the Office of Human Resources is processing or
 51 deciding a grievance when this Act takes effect, the Chief Administrative Officer may

52 designate either the Office of Human Resources or the Office of Labor Relations to
53 continue processing or deciding the grievance.

54 **Sec. 4. Budgeting and Reduction-In-Force.**

55 The Office of Labor Relations is separate from the Office of the County
56 Executive for purposes of budgeting and any reduction-in-force.

Approved:



Sidney Katz, President, County Council
5/19/20
Date

Approved:



Marc Elrich, County Executive
5/29/20
Date

This is a correct copy of Council action.



Selena Mendy Singleton, Esq., Clerk of the Council
5/29/20
Date