

May 24, 2019

The Honorable Adrienne A. Jones
Speaker of the House
H-101 State House
Annapolis, MD 21401

Dear Madam Speaker:

In accordance with Article II, Section 17 of the Maryland Constitution, I have vetoed House Bill 891 - *State Personnel - Grievance Procedures*. Last year, I vetoed this exact same legislation, and I am perplexed by the General Assembly, once again choosing to pass such a flawed piece of legislation, with no changes or amendments.

Once again, House Bill 891 would ignore those collectively bargained provisions that are in the existing MOUs and instead would allow for an employee to file their grievance with the Office of Administrative Hearings and appeal to the circuit court. This would shift the cost of the grievance proceeding from the negotiated process, which shares the cost between the State and unions, to one which would be borne entirely by the State.

This is yet another ill-advised attempt by the General Assembly to insert themselves into the collective bargaining process and to interfere with the good faith efforts by our Administration to negotiate an agreed upon grievance process with the state employee unions.

Our Administration worked for a number of years to collectively bargain a MOU with state employee unions, and to allow this legislation to undercut the hard work of our negotiating team, by overruling and explicitly negotiated process, degrades the spirit of the collective bargaining process.

The State's negotiating position is completely undermined when state employee unions can rely on the General Assembly to overrule the provisions of a negotiated MOU, and if legislation such as this were allowed to stand and continue, there would be no reason for either the State or unions to return to the bargaining table. Actions such as these create a breach of trust between the two parties, confuse and stymie the collective bargaining process, and undermine the balance of the collective bargaining process.

For these reasons, I have once again vetoed House Bill 891.

Sincerely,

Lawrence J. Hogan, Jr.
Governor