The Board of Education of Anne Arundel County opposes **HB811 Education - Collective Bargaining - Exclusive Representative’s Access to New Employee Processing**. This bill would require public school employers to provide an exclusive representative with access to “new employee processing,” which is when new employees are advised of specified employment-related matters. The details of this access would be negotiated as specified. A public school employer would be required to provide the exclusive representative with specified employee information about each new public school employee within 30 days of new employee’s hire. Further, this information would have to be provided about each employee in the bargaining unit at least once every 120 days.

This bill infringes on the employer’s designated time with new employees and raises privacy concerns. Each individual local education agency should have an opportunity to establish their own agreement with their respective collective bargaining units based upon the needs of each county. However, we know that this bill to grant union access to “new employee processing” is being proposed in anticipation of a pending Supreme Court case that threatens the ability of unions to collect dues or “agency” fees from non-members.

In 1977, in *Abood v. Detroit Board of Education*, the Supreme Court held that government employees who do not belong to a union can be required to pay an “agency” fee to cover the union’s costs to negotiate a contract that applies to all public employees, including those who are not union members. If the Supreme Court’s decision in *Janus v. American Federation of State, County, and Municipal Employees Council (AFSCME)* overturns its original holding in the *Abood*, state laws such as Maryland’s will be unconstitutional, and unions will no longer be able to collect “agency” fees from non-members. While the Board does not object to the right of unions to solicit membership, we do oppose codifying a mandate on school systems to administer this process on behalf of unions.

Accordingly, the Board of Education of Anne Arundel County respectfully requests an **UNFAVORABLE** committee report on HB811.