

State of Maryland
Public Employee Relations Board

In the matter of:)	
)	
HOWARD COUNTY EDUCATION ASSOCIATION,)	
)	
Charging Party)	
)	
and)	PERB ULP 2024-24
)	
)	
HOWARD COUNTY BOARD OF EDUCATION)	
)	
Charged Party)	
)	

Decision and Order

I. Introduction and Procedural Background

The Howard County Education Association (HCEA) filed this charge, which involved conduct in bargaining, on February 20, 2024. HCEA alleged that the Board of Education of Howard County (County Board) failed to negotiate in good faith pursuant to the Education Article § 6-406(a) and § 6-507(a). After HCEA filed its charge and the County Board filed its initial position statement, both parties filed supplementary statements at the request of a Deputy Director of the Maryland Public Employee Relations Board (PERB).

PERB issued a Complaint against the County Board on March 21, 2024. PERB scheduled a hearing in the case for May 8, 2024, but because of a technology issue, both parties agreed to reschedule the hearing for June 20, 2024. On June 18, 2024, because HCEA and the County Board were on the verge of completing negotiation of a new agreement, PERB indefinitely postponed a hearing in this unfair labor practice case.

II. Findings of Fact and Conclusions of Law

In June 2024, HCEA and the County Board, prior to the expiration of their previous agreements, completed and signed 2024-27 collective bargaining agreements, and HCEA’s membership ratified the 2024-27 agreements.

PERB unanimously found that these facts rendered moot the allegations of bad faith bargaining for new collective bargaining agreements. The Board also found that because new agreements are in effect, allegations that the charged party refused to honor prior agreements should not now be grounds for conducting an unfair labor practice hearing and subsequently issuing a Board decision based on that hearing's evidence.

Order

It is hereby ordered that the charge in PERB ULP 2024-24 is dismissed.

Annapolis, MD September 3, 2024

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD



Michael J. Hayes, Chair

Appeal Rights: *Any party aggrieved by this action of the Board may seek judicial review in accordance with Title 10 of the State Government Article, Annotated Code of Maryland, Section 10-222, and Maryland Rule 7-201, et. seq.*