



City of Annapolis

Signature Copy

Ordinance: O-44-20

160 Duke Of Gloucester  
Street  
Annapolis, MD 21401

---

**File Number: O-44-20**

**Employee Organizations** - For the purpose of removing the deadline for employee organizations to petition the City for recognition as an exclusive bargaining agent for eligible government personnel.

CITY COUNCIL OF THE  
**City of Annapolis**

Ordinance 44-20

Introduced by: Alderman Schandelmeier and Alderman Savidge  
Co-sponsored by:

Referred to  
Rules and City Government Committee

AN ORDINANCE concerning

**Employee Organizations**

**FOR** the purpose of removing the deadline for employee organizations to petition the City for recognition as an exclusive bargaining agent for eligible government personnel.

**BY** repealing and re-enacting with amendments the following portions of the Code of the City of Annapolis, 2020 Edition  
3.32.050

**SECTION I: BE IT ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL** that the Code of the City of Annapolis shall be amended to read as follows:

**Title 3 - HUMAN RESOURCES**

**Chapter 3.32 - EMPLOYEE-MANAGEMENT RELATIONS**

**Section 3.32.050 - Recognition of employee organizations.**

A. An employee organization seeking recognition as an exclusive bargaining agent for eligible personnel within an appropriate unit of the City government may file with the City a petition seeking that recognition. ~~A petition may not be accepted by the City unless filed by the employee organization~~

- ~~during the month of October.~~
- B. When evidence is presented to the City that at least thirty percent of the eligible personnel within an appropriate unit of the City government are members of an employee organization which seeks recognition for the purpose of bargaining on behalf of those personnel, the City shall grant those employees recognition as an employee organization after verifying, by a secret ballot election, that the majority of the employees in the appropriate unit desire to be represented by the employee organization. No election shall be conducted within an appropriate unit for the purpose of determining recognition more than once every twelve months.
  - C. No unit shall be deemed appropriate if it includes both professional and other employees nor shall any unit be deemed appropriate if it includes both supervisory and nonsupervisory personnel.
  - D. When an employee organization has been recognized, it shall have the exclusive right to represent all employees in the unit for the purpose of collective negotiation with respect to the terms and conditions of employment of employees in the unit. FOR THOSE RECOGNIZED PETITIONS THAT HAVE BEEN SUBMITTED NO LATER THAN OCTOBER 31 PRIOR TO THE BEGINNING OF THE EFFECTIVE FISCAL YEAR.

**SECTION II: AND BE IT FURTHER ESTABLISHED AND ORDAINED BY THE ANNAPOLIS CITY COUNCIL** that this ordinance shall take effect from the date of its passage.

**Explanation:**

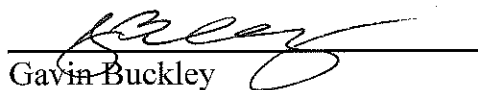
UPPERCASE indicates matter added to existing law.  
Strikethrough indicates matter stricken from existing law.  
Underlining indicates amendments.

ADOPTED this 25th day of January, 2021.

**Aye:** 8 Mayor Buckley, Alderwoman Tierney, Alderwoman Pindell  
Charles, Alderwoman Finlayson, Alderman Gay, Alderman  
Schandelmeier, Alderman Savidge and Alderman Arnett

**Nay:** 1 Alderman Paone

THE ANNAPOLIS  
CITY COUNCIL

  
Gavin Buckley

Date 2/5/21

ATTEST

  
Regina C. Watkins-Eldridge, MMC

Date 2/5/21