

**State of Maryland**  
*Public Employee Relations Board*

In the matter of:	)	
Philip Saunders,	)	
	)	
Petitioner,	)	
	)	
v.	)	PERB Case No.
	)	ULP 2025-02
Prince George's County Public Schools,	)	
	)	
Respondent.	)	

**Board Decision & Order**

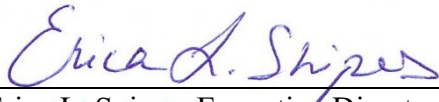
On August 12, 2024, Phillip Saunders (Saunders) filed an Unfair Labor Practice (ULP) Charge (the Charge) with the Public Employee Relations Board (PERB) against Prince George's County Public Schools (PGCPS), pursuant to State Government Article §22-201 *et seq.* Saunders alleged that agents of PGCPS engaged in workplace bullying against him due to nepotism and politics. He further alleged that he was placed on a growth plan because he would not work additional hours. PGCPS filed a response to Saunders' Charge asserting that the Charge did not state an actionable unfair labor practice claim under the Public Employee Relations Act (PERA). Pursuant to PERA, §22-307(a)(1), the Deputy Director investigated the Charge and issued a Report and Recommendation to the Board.

Based on the Recommendation of the Deputy Director and the Board's consideration of the relevant law and evidence, PERB has determined that the Charge fails to state a claim against PGCPS upon which relief may be granted in that the Charge fails to allege and Saunders failed to present any evidence that the alleged action taken against him by PGCPS was in response to Saunders exercising his rights under PERA, §22-201, or otherwise was a ULP under PERA, §22-206(a).

For the reasons stated, Saunders' ULP Charge is dismissed and the proceedings that he initiated are now closed.

**Annapolis, MD**  
**November 26, 2024**

**BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD:**



Erica L. Snipes, Executive Director & Acting 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.*