

**State of Maryland**  
**State Higher Education Labor Relations Board**

In the matter of:	)	
	)	
<i>Fraternal Order of Police,</i>	)	
<i>Lodge # 111,</i>	)	
Petitioner,	)	SHELRB Election Case No.
	)	EL 2014-01
	)	
	)	Salisbury University
<i>Maryland Classified Employees</i>	)	
<i>Association,</i>	)	
Incumbent Exclusive Representative	)	
	)	
and	)	
	)	
<i>Salisbury University,</i>	)	
Agency/University/Employer.	)	
	)	
	)	
	)	

CERTIFICATION OF REPRESENTATIVE

A representation proceeding having been conducted in the above-captioned matter by the State Higher Education Labor Relations Board (Board), in accordance with the Maryland State Collective Bargaining Law found at Title 3 of the State Personnel and Pension Article (SPP), Board Regulations, and an Election Order executed by the parties, and it appearing that a majority of the valid ballots have been cast for a representative for the purpose of exclusive recognition;

Pursuant to the authority vested in the Board by Title 3 the SPP, Section 3-406(a) and by Board Regulations at COMAR 14.30.05.15;

IT IS HEREBY CERTIFIED THAT:

The Fraternal Order of Police, Lodge #111 has been designated by the employees in the unit described below as their exclusive representative for the purposes of collective bargaining over wages, hours, and other terms and condition of employment, with the named higher education institution employer.

“All eligible **Sworn Police Unit** employees, as described in the federal Fair Labor Standards Act employed by Salisbury University, excluding managerial employees, supervisors, confidential employees as defined in regulations adopted by the governing board of Salisbury University; and all other statutory exclusions as prescribed by Title 3 of the State Personnel and Pension Article (2001 Supplement), Section 3-102(b)(9) and (10).”

**BY ORDER OF THE STATE HIGHER EDUCATION LABOR RELATIONS BOARD**

Annapolis, MD  
July 8, 2014



Erica L. Snipes  
Executive Director  
State Higher Education Labor Relations Board



Karl K. Pence, Chairman  
State Higher Education Labor Relations Board