

State of Maryland
State Labor Relations Board

In The Matter Of:)	
AFSCME Maryland)	
)	
and)	Petitioner,
)	
Maryland State Police)	Respondent.
)	
)	SLRB Case 08-U-04

CONSENT ORDER

Petitioner AFSCME Maryland ("AFSCME" or the "Union") and Respondent Maryland State Police ("the MSP"), acting through their respective counsel, have agreed to waive all further or other proceedings to which the parties may be entitled under Title 3 of the State Personnel and Pensions Article ("Collective Bargaining Statute"), §§ 3-301, *et seq.*, or the Board's Regulations.

Pursuant to the agreement of the parties, the Board hereby orders the MSP to take the following affirmative action to effectuate the policies of the Collective Bargaining Statutes:

1. The MSP and its agents and representatives shall not interfere with, restrain or coerce its employees in the exercise of their rights to join, support or participate in any employee organization or its lawful activities.
2. The MSP and its agents and representatives shall not interfere with, restrain or coerce its employees in the exercise of their rights to engage in concerted activities for the purpose of mutual aid or protection.
3. The MSP and its agents and representatives shall not discriminate against its employees in any terms or conditions of their employment to discourage membership in employee organizations.

AFSCME MARYLAND

By: [Signature]
(Name)

DIRECTOR
(Title)

Date: 1/2/2007, 2007

MARYLAND STATE POLICE

By: Donald A. Lewis
(Name)

Director Labor Relations
(Title)

Date: December 19, 2007

ORDERED AND APPROVED BY THE STATE LABOR RELATIONS BOARD

Erica L. Snipes
Erica L. Snipes, Executive Director
State Labor Relations Board
On behalf of Allen G. Siegel, Chair

Date: 1/11/08, 2007