

Maryland Public Employee Relations Board

45 Calvert Street, Room 102
Annapolis, MD 21401
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Wes Moore,
Governor

Membership

Lafe E. Solomon, *Acting Chair*
Harriet E. Cooperman
Richard A. Steyer
Judith Rivlin
Lynn Ohman

In the Matter of:	*	
Annette Cummings,	*	
Charging Party,	*	
v.	*	PERB ULP 2025-23
AFSCME Maryland, Council 3,	*	
Respondent.	*	

DECISION AND ORDER OF THE BOARD

Following review of the charge brought by Ms. Annette Cummings (hereinafter referred to as the “Charging Party”) against AFSCME Maryland, Council 3 (hereinafter referred to as the “Responding Party”), the Maryland Public Employee Relations Board (hereinafter referred to as the “Board”) has decided to dismiss the charge brought by the Charging Party against the Responding Party. Accordingly, the Board is not issuing a complaint for this matter and PERB ULP 2025-23 is now dismissed.

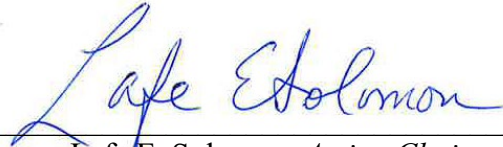
The Charging Party alleged the Responding Party, through her assigned representative, breached its duty of fair representation owed to her during, and for a period of time preceding, a

May 23, 2024, grievance hearing before the Office of Administrative Hearings. The Charging Party has not adequately alleged the Responding Party committed any unfair labor practices after May 23, 2024, relating to this matter. The Charging Party filed her charge with the Board on December 27, 2024.

The Public Employee Relations Act, which governs this Board, provides that “the Board may not issue a complaint under subsection (a)(2)(i) of this section if the unfair labor practice occurred more than 6 months before the filing of the charge.” *See MD Code, State Government, § 22-307(b)*. As the Responding Party’s alleged unfair labor practices occurred on May 23, 2024, at the latest, and the Charging Party filed her charge with the Board on December 27, 2024, this charge is time-barred due to the alleged unfair labor practices having occurred more than six months prior to the filing of the charge with the Board.

In conclusion, the Board is not issuing a complaint against the Responding Party, as this matter is time-barred pursuant to MD Code, State Government, § 22-307(b). Accordingly, PERB ULP 2025-23 is dismissed.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD,



Lafe E. Solomon, *Acting Chair*

On behalf of the
Maryland Public Employee Relations Board

Date: February 12, 2025

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 Rules, 7-201 et. seq.