

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

In the matter of:	)	
Maryland Classified Employees	)	
Association,	)	
	)	SHELRB ULP Case No. 2009-01
Petitioner	)	
	)	
v.	)	
	)	
Salisbury University,	)	
	)	
Respondent	)	
	)	

DENIAL OF PETITIONER’S REQUEST FOR RECONSIDERATION OF  
RECOMMENDED PROBABLE CAUSE DETERMINATION & DISMISSAL  
OF UNFAIR LABOR PRACTICE CHARGE

ORDER

This matter having come for hearing before the Board on July 23, 2009, and the Board having heard and considered the arguments and presentations by counsel for both parties,

IT IS HEREBY ORDERED THAT:

MCEA’s Motion for Reconsideration of the Executive Director’s Recommendation of No Probable Cause is hereby denied.<sup>1</sup>

IT IS FURTHER ORDERED THAT:

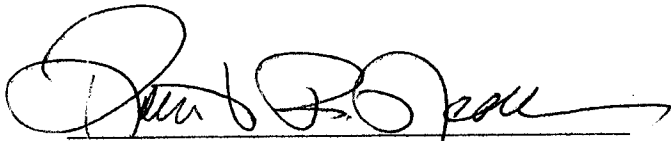
The Unfair Labor Practice Charge filed by MCEA is hereby dismissed.

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<sup>1</sup> The instant decision is based on fact specific circumstances including a finding that the change involved herein was not of a material, substantial, and significant nature. It is in no way meant to derogate from the general principle of labor relations law that an employer is required to provide its employees’ representative with notice and an opportunity to bargain before instituting changes in matters that constitute a mandatory subject of bargaining. NLRB v. Katz, 369 U.S. 736 (United States Supreme Court, 1962)

BY ORDER OF THE STATE HIGHER EDUCATION LABOR RELATIONS BOARD  
Annapolis, MD

August 11, 2009

A handwritten signature in black ink, appearing to read "Robert R. Neall", written over a horizontal line.

Hon. Robert R. Neall, Chairman