Maryland Public Employee Relations Board

45 Calvert Street, Room 102
Annapolis, MD 21401
(410) 260-7291

In the Matter of:	*	
AFSCME Maryland, Council 3,	*	
Charging Party,	*	**PERB Case No.**
v.	*	**ULP 2026-22**
Maryland Department of Budget and Management,	*	
Respondent.	*	

DECISION AND ORDER

I. Procedural History

On December 23, 2025, AFSCME Maryland Council 3 ("AFSCME" or "Union") filed an unfair labor practice charge with the Public Employee Relations Board ("PERB" or "Board") against the Maryland Department of Budget and Management ("DBM" or "Department"). The charge alleged that DBM violated the Public Employee Relations Act ("PERA"), Md. Code, State Gov't §§ 22-101 et seq., by failing and refusing to provide information requested by AFSCME concerning employee telework designations. The charge further alleged that DBM unlawfully asserted that individualized telework information need not be produced because telework arrangements are a management right.

The charge arose from AFSCME's November 20, 2025 information request, in which the Union sought updated telework information for bargaining units A, B, C, D, F, H, and S, including information comparable to the individualized telework eligibility lists DBM had previously produced in March 2024. AFSCME alleged that the requested information was relevant to its representational duties, including the negotiation, administration, and enforcement of telework rights for bargaining-unit employees.

DBM submitted its response to the charge on January 9, 2026. DBM denied that it had committed an unfair labor practice and asserted that it had complied with its obligations under PERA. DBM maintained that it did not maintain current telework designations for each individual employee in a centralized record, that it had provided classification-level telework eligibility information, and that it was not required to create new records in response to AFSCME's request.

Following investigation, the Deputy Director issued a Report and Recommendation. The Deputy Director concluded that probable cause existed to support AFSCME's allegation that DBM failed to timely and adequately respond to AFSCME's November 20, 2025 information request in violation of State Government § 22-202(2), and that this conduct also supported a probable-cause finding that DBM failed to bargain in good faith in violation of State Government § 22-206(a)(8). The Deputy Director further concluded that probable cause existed to support AFSCME's allegation that DBM interfered with protected rights under State Government § 22-206(a)(1) by stating that telework arrangements are a management right.

The Board thereafter issued a Complaint and Notice of Hearing. A hearing was held before the Board on March 24, 2026, at which the parties presented testimony and documentary evidence. Following the hearing, the parties submitted post-hearing briefs.

II. Factual Background

AFSCME is the exclusive representative for several bargaining units of State employees in the executive branch, including units A, B, C, D, F, H, and the newly certified unit S. DBM is a principal department of the executive branch and is a public employer within the meaning of PERA.

In 2021, the General Assembly enacted legislation addressing telework for State employees. The statute directs DBM and other appropriate officials to negotiate criteria for designated telework positions when employees affected by telework policies are represented by an exclusive representative. The statute further provides that each appropriate official shall, to the extent practicable, maximize the number of eligible employees participating in the telework program.

In 2023 and 2024, AFSCME and DBM bargained over a telework policy applicable to bargaining-unit employees represented by AFSCME throughout the executive branch. During bargaining, AFSCME requested information from DBM concerning telework eligibility. In March 2024, DBM provided AFSCME with two lists: a list of agreed classifications eligible for telework and a list identifying individual employees and their telework eligibility.

The individualized spreadsheet provided in March 2024 included employee-level information, including supervisory organization, agency, job title, working title, bargaining unit, bargaining status, class-level telework designation, an individual yes/no telework designation, and a justification column. AFSCME used that information during bargaining to understand how telework eligibility was being applied to individual employees, to question criteria and exceptions, and to evaluate why telework was being denied or limited in particular settings.

The parties substantially completed their telework negotiations by late April or early May 2024. By the time the telework policy was implemented, the parties had worked through the individualized list,

narrowed exceptions, and reached a mutual understanding concerning how telework eligibility applied to individual employees across AFSCME's bargaining units.

On May 13, 2024, DBM's Shared Services Division issued a Statewide Personnel System Alert announcing new Workday fields for telework eligibility. The alert stated that DBM would maintain a master list of job profiles eligible for teleworking, directed agency human resources coordinators to maintain and update position-level telework eligibility data in Workday, set a June 12, 2024 deadline for agencies to submit updated eligibility data, and stated that DBM would load collectively bargained eligibility data into Workday at agency request.

The State telework policy became effective May 15, 2024. After implementation, AFSCME used the March 2024 individualized list to advise members concerning telework rights, minimum days, and eligibility, and to advocate for employees when agencies allegedly misapplied the policy. The individualized information therefore was not limited to initial policy negotiations; it also served a contract-administration and representational function after the policy took effect.

In March 2025, AFSCME was certified as the exclusive representative of bargaining unit S. The parties thereafter began negotiating terms applicable to that unit, including telework. Following negotiation of the unit S agreement, AFSCME requested updated telework information from DBM for all units it represented, including units A, B, C, D, F, H, and S.

In October 2025, DBM circulated a memorandum to State agency human resources leads directing them to return updated telework eligibility data by October 28, 2025. The memorandum asked agencies to confirm the accuracy of existing exceptions, identify requested changes to eligibility status, provide written justifications for exceptions, and flag new exceptions. The memorandum expressly referenced the May 13, 2024 SPS Alert.

On October 27, 2025, Melissa Griswold, Special Assistant to DBM Chief Human Resources Officer Neal Desai and AFSCME's primary DBM contact on this issue, emailed AFSCME representatives Michelle Warble and Patrick Cox confirming the scope of the review. Griswold stated that AFSCME would review bargaining units A through H and conduct a thorough review of unit S.

On November 19, 2025, Warble emailed Griswold with AFSCME's preliminary review of classification exceptions. Warble attached the 2024 individualized spreadsheet and added color-coded feedback columns reflecting AFSCME's positions. By that point, the parties had held an initial meeting to discuss their approach, and DBM had been collecting information from agencies.

On November 20, 2025, AFSCME submitted a formal written information request to DBM. The request sought an updated individualized telework eligibility spreadsheet for the existing AFSCME bargaining units, analogous to the March 2024 list; a corresponding individualized spreadsheet for unit S; the complete justification field for any class or exception designated as not telework eligible; and identification of positions not filled since January 2024.

On December 12, 2025, DBM responded to AFSCME's request. DBM stated that it would not provide a list of individual employees and their telework status. DBM further stated that it had provided a list of all State Personnel Management System classifications and their current telework eligibility status.

DBM asserted that individual-level information was not required or optimal for reviewing telework. DBM also stated that individual employees experience changes in circumstances that alter telework status, making individual-level data inaccurate at any point in time and inherently unreliable over time. DBM further stated that it did not maintain current telework designations for each individual employee in a centralized record and that the State was not required to create new records in response to a union information request.

DBM's December 12 response also asserted that telework arrangements are a management right and that the State telework policy only required DBM to meet and discuss telework designations with exclusive representatives. DBM stated that it remained committed to working with AFSCME and believed that the information provided to date, ongoing engagement, and multiple meetings satisfied the applicable standard.

The record reflects that DBM did not provide the individualized employee-level telework information requested by AFSCME. DBM maintained that it did not maintain current individualized telework designations in a centralized record and was not required to create new data. AFSCME maintained that DBM either possessed or could reasonably obtain responsive information, particularly given DBM's prior production of individualized telework eligibility information in March 2024, the Workday fields announced in May 2024, and the October 2025 agency review process.

After DBM's December 12 response, the parties continued communicating. Around mid-December 2025, DBM verbally raised the claim that telework eligibility data was not accurately maintained in Workday. On December 18, 2025, Warble followed up with a detailed email proposing a path forward, including capturing agreed-upon updates and justifications, cleaning up agency classification anomalies, and planning for the next round of review. On December 19, 2025, Desai responded that DBM would "continue to disagree with the request for the detail," reaffirming DBM's refusal to provide individualized data.

III. Positions of the Parties

A. AFSCME's Position

AFSCME argues that DBM violated PERA by refusing to provide information relevant to the Union's duties as the exclusive representative of bargaining-unit employees. AFSCME asserts that telework is a mandatory subject of bargaining under State Personnel and Pensions § 2-308 and that information showing how telework eligibility is applied to bargaining-unit employees is necessary for AFSCME to negotiate, administer, and enforce the State's telework policy.

AFSCME contends that its November 20, 2025 request sought updated versions of information DBM had previously provided in March 2024, including individualized telework eligibility information. AFSCME argues that DBM had responsive information available, or could have obtained and compiled it through reasonable efforts, including through Workday, agency human resources offices, and DBM's own telework review process.

AFSCME further argues that DBM's refusal to provide individualized telework information, coupled with its assertion that such information was not required and that telework is a management right, deprived the Union of information necessary to perform its statutory duties. AFSCME asks the Board to find that DBM failed to bargain in good faith, order DBM to provide the requested information, and grant appropriate cease-and-desist and notice remedies.

B. DBM's Position

DBM denies that it violated PERA. DBM argues that it timely responded to AFSCME's November 20, 2025 request and provided the information it maintained, including classification-level telework eligibility information. DBM asserts that it does not maintain current individualized telework designations for each employee in a centralized record and is not required to create new records or data in response to a union information request.

DBM further argues that AFSCME failed to establish that individualized telework eligibility information for all bargaining-unit employees was relevant or necessary to its representational duties. DBM contends that the March 2024 individualized list was a one-time production during the original telework bargaining process and did not establish an ongoing obligation or past practice.

DBM also disputes AFSCME's characterization of its management-rights position, asserting that it has recognized AFSCME's role in telework discussions and has continued to engage with the Union regarding telework eligibility. DBM asks the Board to dismiss the charge.

IV. Analysis

A. Legal Framework Governing Information Requests Under PERA

Section 22-202(2) of PERA provides that an exclusive representative has the right, "on request," to obtain "information from a public employer relevant to the administration and negotiation of an agreement or the proper performance of the employee organization's duties as the public employees' representative." The statute further requires that the requested information be "made available as soon as practicable, but not later than 30 days after the public employer receives the request."

The Board recently addressed this statutory duty in AFSCME Council 3 and AFSCME Local 1042 v. University of Maryland, College Park, PERB ULP 2025-40 and 2026-01. There, the Board explained that § 22-202(2) "parallels the long-established principle under federal labor law that an employer must provide relevant information needed by a union to perform its statutory functions," *citing* NLRB v. Acme Industrial Co., 385 U.S. 432 (1967), and Detroit Edison Co. v. NLRB, 440 U.S. 301 (1979).

Under that framework, information requested by an exclusive representative concerning mandatory subjects of bargaining, "such as wages, hours, and working conditions," is presumptively relevant. Once the union shows that the information bears a reasonable relationship to the bargaining process, the burden shifts to the employer "to demonstrate that production of the information would be unduly burdensome or that the requested data do not exist." Id.

The Board has also made clear that an employer's obligation is not limited to information maintained in the precise form requested. In UMCP, the Board stated that "[a]n employer may not refuse to furnish relevant information merely because it is not available in the precise form requested; the employer must provide the information that is available." Id.

The same principle applies where information is not centrally maintained. The absence of a central repository does not end the analysis. In UMCP, the Board found that the employer failed to satisfy its obligation where the record showed that Workday could generate reports related to telework eligibility and departmental HR offices could supply responsive policy information, but the employer offered no credible explanation for its failure to use those resources.

Accordingly, the governing inquiry is whether the requested information was relevant to the union's statutory duties and, if so, whether the public employer timely made the information available or demonstrated a legally sufficient basis for failing to do so. Where the employer asserts that the information does not exist, is not centrally maintained, or would be burdensome to produce, the employer must support that position with detailed evidence and must still provide available responsive information or make reasonable efforts to obtain it.

B. Telework Information Is Relevant Under PERA

Telework is a mandatory subject of bargaining for represented State employees. State Personnel and Pensions § 2-308(d) directs DBM and other appropriate officials to "negotiate criteria for designated telework positions if the employees affected by the telework policies are represented by an exclusive representative." The statute further provides that "[e]ach appropriate official shall, to the extent practicable, maximize the number of eligible employees participating in the telework program."

Because telework criteria are subject to negotiation for represented employees, information concerning telework eligibility, exceptions, and participation bears directly on AFSCME's role as exclusive representative. Such information is relevant not only to initial negotiations over telework criteria, but also to the administration of the policy, review of exceptions, evaluation of whether the policy is being applied consistently, and preparation for future bargaining or required reviews.

The Board's decision in UMCP confirms this conclusion. There, the Board found that a union's request for information concerning telework eligibility, schedules, and departmental policies concerned a mandatory subject of bargaining and was presumptively relevant. The same principle applies here. AFSCME requested information concerning how telework eligibility was being applied to bargaining-unit employees, including employees in existing units and employees in the newly certified unit S. That information falls squarely within § 22-202(2).

C. DBM Failed to Satisfy Its Obligation to Provide Relevant Telework Information

Applying the foregoing framework, the Board concludes that AFSCME's November 20, 2025 request sought information relevant to the Union's statutory duties and that DBM failed to satisfy its obligation under § 22-202(2).

AFSCME's request concerned the application of the State's telework policy to bargaining-unit employees. The request sought updated individualized telework eligibility information for the bargaining units AFSCME represents, including the newly certified unit S; the complete justification field for classes or exceptions designated as not telework eligible; and information concerning positions not filled since January 2024. This information bears directly on telework eligibility, exceptions to eligibility, and the manner in which the negotiated telework policy was being applied to bargaining-unit employees.

DBM argues that it satisfied its obligation by providing classification-level telework eligibility information. The Board disagrees. Classification-level information is relevant, but it is not a substitute for the individualized information AFSCME requested. The March 2024 individualized spreadsheet included employee-level information, including supervisory organization, agency, job title, working title, bargaining unit, bargaining status, class-level telework designation, an individual yes/no telework designation, and a justification column. AFSCME used that information to understand how telework eligibility was being applied to individual employees and to evaluate why telework was being denied or limited in particular settings.

The distinction matters. A classification-level list may show whether a job classification is generally eligible for telework, but it does not show whether individual bargaining-unit employees are actually eligible, whether exceptions have been applied, whether agency-level determinations are consistent with the negotiated policy, or whether the policy is being administered in a way that AFSCME can evaluate and enforce. That information is relevant to AFSCME's ability to administer the telework policy, respond to employee inquiries, identify potential grievances, and participate meaningfully in review of telework eligibility.

Further, DBM argues that individualized telework eligibility information is not available in a centralized database and would be unduly burdensome to produce. The Board finds that DBM did not sustain its burden on either point.

The record establishes that DBM had the ability to obtain and compile responsive information through reasonable efforts. DBM previously produced comparable individualized telework eligibility information in March 2024. On May 13, 2024, DBM's Shared Services Division issued an SPS Alert announcing new Workday fields for telework eligibility, directing agency HR coordinators to maintain and update position-level telework eligibility data in Workday, and setting a deadline for agencies to submit updated eligibility data. In October 2025, DBM circulated a memorandum directing agencies to return updated telework eligibility data, confirm existing exceptions, identify requested changes to eligibility status, provide written justifications, and flag new exceptions.

DBM's own testimony confirms that the Department limited its review to classification-level information, even though AFSCME's November 20 request sought individualized information. Melissa Griswold, DBM's witness and the employee primarily assigned to the telework eligibility review, testified that she was asked "to take on the annual update of the telework class eligibility for DBM" and that she "ran that process largely by myself." She further testified that DBM's review was conducted "at the classification level" and that the review did not include "an individual employee's eligibility." Thus, DBM's response was shaped by the narrower scope DBM selected for its internal classification review, not by the full scope of AFSCME's statutory information request.

DBM also failed to support its claim that individualized telework information could not be produced because Workday data was unreliable. Griswold testified that DBM had "some spotty information" in Workday and "did not feel confident that the information was accurate." When asked why DBM believed the information was inaccurate, she stated that agencies "largely had not either entered it to begin with or updated it since" 2024, based on "a sampling of the information." When the explanation was characterized as "kind of vague," Griswold acknowledged that she was "not a data expert," that she was not the person who ran the reports, and that she did not know "the specifics of the tests they ran."

The Board does not find this testimony sufficient to establish that the requested information did not exist, could not be obtained, or was too unreliable to produce in any form. DBM did not present testimony from the data team, identify the reports that were run, explain which fields were missing or unreliable, identify which agencies had or had not entered responsive data, or provide any agency-by-agency or category-by-category showing of unavailability. General assertions that information is "spotty," incomplete, or not centrally reliable do not satisfy DBM's burden, particularly where DBM had previously instructed agencies to maintain and update telework information in Workday.

Nor did DBM establish that it made reasonable efforts to obtain the requested information from agencies after AFSCME submitted its November 20 request. When asked what effort she made "to go to the agencies and ask them to update this data," Griswold answered: "Beyond including the request to the original memo, I did not make that[.]" When asked why DBM did not go back to the agencies after AFSCME requested individual-level information, Griswold testified that DBM viewed the request as seeking "new data outside the scope of this policy update, of the telework classification eligibility update under the policy." She further testified that individual-level information "was not in the request I sent to the agencies."

That testimony is significant. AFSCME's statutory information request was not limited to the information DBM chose to request from agencies for its annual classification update. Once AFSCME requested individualized telework information, DBM was required either to provide responsive information available to it, make reasonable efforts to obtain responsive information from existing sources, or explain with specificity why the information could not be produced. DBM did not do so.

The testimony further confirms that DBM did not ask agencies for individualized telework information after AFSCME submitted its request. When asked why DBM did not go back to the agencies and say, "we need the individual information," particularly where the May 2024 SPS Alert and the October 2025 memorandum contemplated agency maintenance of telework information, Griswold did not testify that DBM made that request and was unable to obtain the information. Instead, she testified that she was "having a hard time getting even the most basic information from the agencies" at the classification level and that requesting individual-level information "would have extended that process by another six months potentially."

This testimony does not establish that AFSCME's request was unreasonable or unduly burdensome. It establishes that DBM believed the request would be difficult and chose not to pursue it. A burden defense requires more than generalized assertions that production would involve many agencies, divisions, or employees. DBM was required to present evidence showing what information existed, what information did not exist, what efforts it made to obtain the information, what obstacles it encountered,

and why partial, rolling, narrowed, or alternative production was not feasible. DBM did not make that showing.

The record also shows that DBM's refusal was not limited to the timing of the 2025 review. Griswold testified that DBM's 2026 eligibility update would again be limited to classification-level information. When asked whether DBM planned to update information "with respect to classification as opposed to individual," Griswold answered: "Correct. That's the scope of what's in the policy." When asked why DBM did not take the next step after completing the 2025 classification update and work on the individual information AFSCME had requested, Griswold testified: "Because I was assigned to priority projects that were not this," including the legislative session and paid family medical leave, and added: "quite frankly, it's a capacity issue as well for us. I'm the only person working on it."

The Board does not discount the administrative demands described by DBM. But internal staffing limitations and competing priorities do not excuse a public employer from its statutory obligation to furnish relevant information. Such considerations may affect timing, sequencing, or the need for a reasonable production schedule. They do not justify refusing to seek responsive information, refusing to provide available information, or failing to explain with specificity what information cannot be produced.

Finally, DBM's own testimony supports the conclusion that agencies were expected to have at least some responsive individualized information. When asked whether the individual eligibility and exception information was information she would expect each agency to have, Griswold answered: "My hope, yes, that they would have that information." That testimony undermines DBM's position that its obligation ended because DBM did not maintain a complete centralized report. If responsive information existed or was reasonably obtainable from agency human resources offices, Workday fields, agency telework submissions, annual telework reports, or other agency-level sources, DBM was required to make reasonable, good-faith efforts to obtain and furnish it, or to explain with specificity why it could not do so.

DBM therefore did not carry its burden to show that the requested information did not exist, could not be obtained, or would be unduly burdensome to produce. DBM provided classification-level information, but that information did not respond to AFSCME's request for individualized telework eligibility information. DBM did not provide AFSCME with whatever individualized information it had, explain with specificity what information existed and what did not, produce available responsive information on a partial or rolling basis, propose a concrete production schedule, seek to clarify or narrow the request, or request an extension based on identified production difficulties. Instead, DBM took the position that individual-level information was not required, that it was outside the scope of DBM's classification-level review, that DBM was not obligated to create new records, and that it would not provide the requested individualized report.

Under these circumstances, the Board finds that DBM failed to provide information relevant to AFSCME's duties as exclusive representative and failed to make reasonable efforts to obtain and furnish responsive information available to it. DBM's conduct violated § 22-202(2). Because the duty to provide relevant information is part of the duty to bargain in good faith, DBM also refused to bargain in good faith in violation of § 22-206(a)(8).

DBM's failure also interfered with AFSCME's ability to represent bargaining-unit employees concerning telework, a statutory subject of negotiation. By refusing to provide information necessary for AFSCME to evaluate how the telework policy was being applied, DBM impaired the Union's ability to administer the policy, advise employees, and police compliance. The Board therefore also finds a violation of § 22-206(a)(1).

V. Conclusions of Law

Based on the foregoing, the Board makes the following Conclusions of Law:

1. AFSCME Maryland Council 3 is an exclusive representative within the meaning of PERA.
2. The Maryland Department of Budget and Management is a public employer within the meaning of PERA.
3. AFSCME's November 20, 2025 request sought information relevant to the administration and negotiation of an agreement and to the proper performance of AFSCME's duties as the exclusive representative within the meaning of Md. Code, State Gov't § 22-202(2).
4. DBM violated Md. Code, State Gov't § 22-202(2) by failing and refusing to provide relevant information requested by AFSCME.
5. DBM's conduct constituted a refusal to bargain in good faith in violation of Md. Code, State Gov't § 22-206(a)(8).
6. DBM's conduct interfered with rights guaranteed under PERA in violation of Md. Code, State Gov't § 22-206(a)(1).

VI. Order

For the reasons stated above, it is this **1st** day of **July**, 2026, by the Maryland Public Employee Relations Board, hereby:

ORDERED, that the Maryland Department of Budget and Management ("DBM") violated Md. Code, State Gov't § 22-202(2) by failing and refusing to provide relevant information requested by AFSCME Maryland Council 3 ("AFSCME"); and it is further

ORDERED, that DBM's violation of § 22-202(2) constitutes unfair labor practices under Md. Code, State Gov't §§ 22-206(a)(8) and 22-206(a)(1); and it is further

ORDERED, that DBM shall cease and desist from failing or refusing to provide AFSCME with information relevant to the administration or negotiation of an agreement or the proper performance of AFSCME's duties as the exclusive representative, as required by Md. Code, State Gov't § 22-202(2); and it is further

ORDERED, that DBM shall furnish AFSCME with the telework information requested on November 20, 2025, including responsive individualized telework eligibility information available to DBM or reasonably obtainable from existing systems, agency human resources offices, agency telework submissions, annual telework reports, or other agency-level sources, within fourteen (14) days of the date of this Order, unless the parties mutually agree to a different production schedule; and it is further

ORDERED, that if DBM contends that any portion of the requested information does not exist, is not available, or cannot be obtained after reasonable efforts, DBM shall provide AFSCME, within the same fourteen (14) day period, a written explanation identifying the information not produced, the efforts undertaken to obtain it, and the reason it cannot be produced; and it is further

ORDERED, that DBM shall comply with the requirements of Md. Code, State Gov't § 22-202(2) with respect to future information requests submitted by AFSCME; and it is further

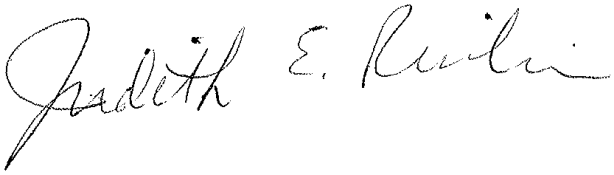
ORDERED, that within fourteen (14) days of service of this Order by the Board, DBM shall post at its facilities copies of the attached Notice marked "Appendix." Copies of the Notice, on forms provided by the Board and after being signed by DBM's authorized representative, shall be posted by DBM and maintained for sixty (60) consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, the Notice shall be distributed electronically, such as by email, posting on an intranet or internet site, and/or other electronic means, if DBM customarily communicates with employees by such means. Reasonable steps shall be taken by DBM to ensure that the Notices are not altered, defaced, or covered by any other material; and it is further

ORDERED, that within fourteen (14) days after completing the actions required by this Order, DBM shall notify the Board in writing of the steps it has taken to comply.

BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD:

Lafe E. Solomon, Chair

Harriet E. Cooperman, Member



Judith E. Rivlin, Member

Jennifer Epps, Member

Annapolis, MD
Issue Date: July 1, 2026

APPEAL RIGHTS

Any party aggrieved by this action of the PERB may seek judicial review in accordance with Title 10, Subtitle 2 of the State Government Article, Annotated Code of Maryland, § 10-222 (Administrative Procedure Act—Contested Cases) and Maryland Rules, Title 7, Chapter 200 (Judicial Review of Administrative Agency Decisions)

NOTICE TO EMPLOYEES
OF THE MARYLAND STATE GOVERNMENT

POSTED BY ORDER OF THE PUBLIC EMPLOYEE RELATIONS BOARD
An Agency of Maryland State Government

The Public Employee Relations Board has found that we, the Maryland Department of Budget and Management, violated state labor law and has ordered us to post and obey this notice.

STATE LAW, SPECIFICALLY THE PUBLIC EMPLOYEE RELATIONS ACT, MD. CODE ANN., STATE GOV'T § 22-101 – 601, GIVES YOU THE RIGHT TO:

- Form, join or assist a union;
- Choose representatives to bargain with us on your behalf;
- Act together with other employees for your mutual aid, benefit, or protection; and
- Choose not to engage in any of these protected activities.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed to you by §22-201 of the Public Employee Relations Act.
WE WILL NOT fail or refuse to provide relevant information requested by AFSCME, now or in the future.

WE WILL cease and desist from failing or refusing to provide AFSCME with information relevant to the administration or negotiation of an agreement or the proper performance of AFSCME's duties as the exclusive representative, as required by §22-202(2) of the Public Employee Relations Act.

WE WILL furnish AFSCME with the telework information requested on November 20, 2025, including responsive individualized telework eligibility information available to DBM or reasonably obtainable from existing systems, agency human resources offices, agency telework submissions, annual telework reports, or other agency-level sources.

WE WILL provide AFSMCE with written explanation identifying any information not produced, the efforts undertaken to obtain it, and the reason it cannot be produced, if we contend that any portion of the requested information does not exist, is not available, or cannot be obtained after reasonable efforts.

BY MARYLAND DEPARTMENT OF BUDGET AND MANAGEMENT:

Dated: _____ By: _____

This is an official notice and must not be defaced by anyone. This Notice will remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. If you believe your rights under the Public Employee Relations Act have been violated, you should contact the Public Employee Relations Board: laborboard.maryland.gov