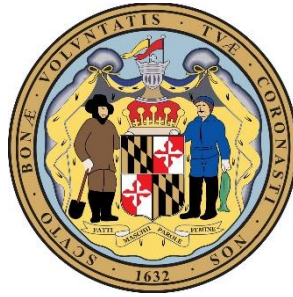


SENATOR BENJAMIN F. KRAMER



DELEGATE JARED SOLOMON

THE MARYLAND GENERAL ASSEMBLY
ANNAPOLIS, MARYLAND 21401

May 2, 2023

Jay A. Perman, M.D., Chancellor
University System of Maryland
3300 Metzert Road
Adelphi, Maryland 20783

Dear Chancellor Perman,

We are pleased to know that you and the exclusive representative of the University of System of Maryland (USM) staff are in contract negotiations for a Consolidated Memorandum of Understanding (MOU) with the USM.

To acknowledge this historic event, we wanted to take a moment as sponsors of SB9, which instituted a consolidated MOU between the Chancellor on behalf of the USM and an exclusive representative of USM staff, to reinforce the intent of the legislation. SB9 is intended to, and explicitly provides for, Collective Bargaining negotiations to require the Chancellor of the USM to act on behalf of the USM for the purposes of collective bargaining with exclusive representatives. The legislation authorizes the Chancellor to engage in collective bargaining with the union that is binding on the USM and the constituent institutions.

As is evident in the legislation, the General Assembly saw the need for certain issues to be bargained locally with University presidents. Those narrow exceptions are clearly spelled out in the statute. As indicated in *Section 3—602 (B)(1)(V)*, anything involving the health, safety, and welfare of workers or the gear or clothing meant to keep workers healthy or safe is not an exception and is to be part of the consolidated MOU. Furthermore, in *Section 3—602 (B)(2)(1)(3)* the reference of hours of work was intended to allow each campus the flexibility to set the start times and end times for employees on their various shifts throughout the USM as each campus operates shifts on different schedules.

We look forward to continuing to work with you and exclusive representatives to ensure compliance with this and other laws governing labor. We wish you well in negotiations with the exclusive representatives and look forward to a mutually agreeable outcome that will benefit the USM, the state of Maryland, and ultimately the students of our great institutions.

Best Regards,

Handwritten signature of Benjamin F. Kramer in black ink.

Senator Kramer

Handwritten signature of Jared Solomon in black ink.

Delegate Solomon