

# MCEA NEWS *Extra*

June 2005

Maryland Classified Employees Association

## Court of Appeals ruling favors management

A recent Maryland Court of Appeals decision overturned a previous 9-year-old lower court ruling that required management to consider an employee's overall work record when determining disciplinary action. As a result of the May 13 ruling in *Maryland Aviation Administration v. Noland*, the State's highest court found that there is no support in Maryland regulations or statute for *State Retirement Agency v. Delambo*, which required that an agency consider: (1) overall employment history in State service; (2) attendance record; (3) disciplinary record; (4) work habits; and (5) relationship with fellow employees and supervisors. The high court ruled that when an agency imposes a sanction that is "lawful and authorized, the agency need not justify its exercise of discretion of findings of fact or reasons articulating why the agency decided upon the particular discipline." A court need not overturn the discipline unless it is so extremely or egregiously disproportionate to the offense that it is deemed arbitrary and capricious.

State workers will need MCEA representation more than ever. MCEA urges every member to ask an employee to join our union to be eligible for grievance and legal representation.

## Vote Joe Bryce for Pension Board of Trustees

The MCEA Board of Directors endorsed Joseph Bryce for the State Retirement and Pension System Board of Trustees. The State Retirement Agency mailed election voting information to employee-members and retirees the first week of June. MCEA urges participants to cast their vote for Mr. Bryce, who has experience in fiscal and pension matters.

## Get your Convention registrations in

The Convention will be held Sept. 19-20-21 at the Roland E. Powell Convention Center in Ocean City, with the election of a President, other Officers, and Board members topping the agenda. You may make your reservations at Princess Royale Bayside, the headquarters hotel, by calling 410-723-2900 or 1-800-854-9785. The alternate hotel is Ramada Limited, which may be contacted at 410-289-6488 or 1-800-288-6488. Don't forget, the earlier you send in your paid registrations, the lower the fee. Delegates are \$35 and non-delegates \$30 through June 30; delegates \$40, non-delegates \$35 July 1 through Aug. 31; and delegates \$45 and non-delegates \$40; after Aug. 31. Contact Barbara Mitchell at MCEA Headquarters, 410-298-8800 or 1-888-611-6232, ext. 204.

## Who will be the next MCEA President?

An eligible member interested in running for an officer or at-large Board of Directors position may do so as a petitioner by July 1. The procedure is outlined in the Bylaws, Article VIII-Committees, Section 3-Nominating Committee. A member also may run "from the floor" at the Convention. For more information, contact Barbara Mitchell at MCEA, or go to [www.mcea.org/member/bylaws.html](http://www.mcea.org/member/bylaws.html).

## Mark your calendar for these activities

**Hagerstown Suns vs. Lake County Captains** baseball game, Saturday, July 23, Municipal Stadium in Hagerstown. Picnic 6 p.m. to 7:30 p.m. Game 7:05 p.m. For tickets, call Lonnie Sleaster at 301-766-9319. This event is sponsored by Area IV.

**Orioles Baseball Night at Camden Yards**, Friday, Aug. 12 vs. the Toronto Blue Jays. The bullpen party, featuring BBQ beef brisket, kosher hot dogs, and other great food, will begin at 6 p.m. Game time is 7:35 p.m. Watch for MCEA's name to flash on the scoreboard and for a post-game fireworks display. Tickets \$32 per person. Contact Barbara Mitchell at MCEA.

## Crab feast tickets discounted through July 1

MCEA's "We Are Family" Crab Feast and Fish Fry will be held Saturday, July 30, from 12 p.m. to 5 p.m. at Headquarters. There will be a \$5 discount on adult tickets (\$35 for ages 13 and up) and junior tickets (\$15 for ages 6-12) purchased on or before July 1. You also may purchase a family four-pack of full-menu tickets (2 adult, 2 junior) for \$100. For tickets, call Barbara Mitchell at MCEA Headquarters or Recruiter Michele Handy in the Annapolis office, 410-269-6993 or 1-888-613-MCEA for tickets. To volunteer, call Ms. Mitchell. Volunteers who work their 2-1/2-hour schedule will be reimbursed half their ticket price.

## Register for workplace training sessions

If you haven't done so already, be sure to sign up for MCEA's workplace training sessions, which will be held at locations around the State from 6 p.m. to 9 p.m. Empower yourself with knowledge on workplace issues, key personnel regulations, and recruitment. The schedule is: Areas I and II, June 13, MCEA Headquarters; Area III, MCEA Annapolis office, June 27; Area IV, MCEA Cumberland office, July 15, and Hagerstown Library, July 18; Area V, date and location tbd. RSVP to Phil Deitchman at 410-298-8800, ext. 218.

7127 Rutherford Road • Baltimore, MD 21244 • 410-298-8800 or 1-888-611-MCEA • [www.mcea.org](http://www.mcea.org)

**MCEA ... Our Most Important Job Is Yours!**