

Correctional Services.

The Executive Order of December 18, 1974, establishing the present scope and application of the grievance procedures codified by Senate Bill 713, excluded employees of the University of Maryland because (1) the faculty staff was covered by tenure rules, (2) the classified personnel was covered by separate, but similar, grievance procedures established by the University, and (3) the Associate Staff positions embodied attributes of both the faculty and the classified staff, and it was unclear whether and to what extent the standard grievance procedures should apply to them.

Senate Bill 713 does not exclude employees of the University of Maryland, other than those subject to teacher tenure rules. Subsection (c) (8) excludes positions at the various State Colleges comparable to positions on the University's Associate Staff, but does not exclude the Associate Staff of the University itself. Nor does it exclude the Associate Staff of Morgan State University.

The Associate Staff of the two universities consists of people who work closely with the faculty and the chief administrative officials, such as librarians, assistants to the chancellor, and curriculum and other planners. The grievance procedures applicable to the University of Maryland Associate Staff are generally similar to those for the University's classified employees except that there is no Step 5. In that regard, they are treated in much the same manner as the faculty, for whom the ultimate decision rests with the University rather than the Secretary of Personnel.

Whether or not this hybrid treatment of the Associate Staff is the most desirable, comparable positions on the Associate Staffs at the two universities and the State Colleges should be treated alike. The failure of Senate Bill 713 to accord this equal treatment was probably unintentional, but it nevertheless appears to exist.

To the extent that there are any particular problems with the procedures currently in effect under the Executive Order, I will, with the assistance of the Secretary of Personnel and the Maryland Classified Employees Association, amend the Order to resolve them, and if still deemed desirable, support a bill next year to codify these procedures.

For these reasons, I have vetoed Senate Bill 713.