

HOUSE BILL 260

P4

4r1107
CF SB 192

By: **Delegate Chang**

Introduced and read first time: January 12, 2024

Assigned to: Appropriations

Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 20, 2024

CHAPTER _____

1 AN ACT concerning

2 **State Personnel – Collective Bargaining – Supervisory Employees**

3 FOR the purpose of providing collective bargaining rights to certain supervisory State
4 employees; establishing separate bargaining units for certain supervisory State
5 employees; and generally relating to collective bargaining for supervisory State
6 employees.

7 BY repealing and reenacting, with amendments,

8 Article – State Personnel and Pensions

9 Section 3–102

10 Annotated Code of Maryland

11 (2015 Replacement Volume and 2023 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

13 That the Laws of Maryland read as follows:

14 **Article – State Personnel and Pensions**

15 3–102.

16 (a) Except as provided in this title or as otherwise provided by law, this title
17 applies to:

18 (1) all employees of:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



- 1 (i) the principal departments within the Executive Branch of State
2 government;
- 3 (ii) the Maryland Insurance Administration;
- 4 (iii) the State Department of Assessments and Taxation;
- 5 (iv) the State Lottery and Gaming Control Agency;
- 6 (v) the University System of Maryland, Morgan State University,
7 St. Mary's College of Maryland, and Baltimore City Community College;
- 8 (vi) the Comptroller;
- 9 (vii) the Maryland Transportation Authority who are not police
10 officers;
- 11 (viii) the State Retirement Agency;
- 12 (ix) the State Department of Education;
- 13 (x) the Maryland Environmental Service;
- 14 (xi) the Maryland School for the Deaf; and
- 15 (xii) the Office of the Public Defender;
- 16 (2) firefighters for the Martin State Airport at the rank of captain or below
17 who are employed by the Military Department; and
- 18 (3) all full-time Maryland Transportation Authority police officers at the
19 rank of first sergeant and below.
- 20 (b) This title does not apply to:
- 21 (1) employees of the Maryland Transit Administration, as that term is
22 defined in § 7-601(a)(2) of the Transportation Article;
- 23 (2) an employee who is elected to the position by popular vote;
- 24 (3) an employee in a position by election or appointment that is provided
25 for by the Maryland Constitution;
- 26 (4) an employee who is:
- 27 (i) a special appointment in the State Personnel Management
28 System; or

- 1 (ii) 1. directly appointed by the Governor by an appointment
2 that is not provided for by the Maryland Constitution;
- 3 2. appointed by or on the staff of the Governor or Lieutenant
4 Governor; or
- 5 3. assigned to the Government House or the Governor's
6 Office;
- 7 (5) an employee assigned to the Board or with access to records of the
8 Board;
- 9 (6) an employee in:
- 10 (i) the executive service of the State Personnel Management
11 System; or
- 12 (ii) a unit of the Executive Branch with an independent personnel
13 system who is:
- 14 1. the chief administrator of the unit or a comparable
15 position that is not excluded under item (3) of this subsection as a constitutional or elected
16 office; or
- 17 2. a deputy or assistant administrator of the unit or a
18 comparable position;
- 19 (7) (i) a temporary or contractual employee in the State Personnel
20 Management System; or
- 21 (ii) a contractual, temporary, or emergency employee in a unit of the
22 Executive Branch with an independent personnel system;
- 23 (8) an employee who is entitled to participate in collective bargaining
24 under another law;
- 25 (9) an employee of the University System of Maryland, Morgan State
26 University, St. Mary's College of Maryland, or Baltimore City Community College who is:
- 27 (i) a chief administrator or in a comparable position;
- 28 (ii) a deputy, associate, or assistant administrator or in a
29 comparable position;
- 30 (iii) a member of the faculty, including a faculty librarian;

1 (iv) a student employee, including a teaching assistant or a
2 comparable position, fellow, or post doctoral intern;

3 (v) a contingent, contractual, temporary, or emergency employee;

4 (vi) a contingent, contractual, or temporary employee whose position
5 is funded through a research or service grant or contract, or through clinical revenues; or

6 (vii) an employee whose regular place of employment is outside the
7 State of Maryland;

8 (10) an employee whose participation in a labor organization would be
9 contrary to the State's ethics laws;

10 (11) any [supervisory,] managerial[,] or confidential employee of a unit of
11 State government listed in subsection (a)(1)(i) through (iv) and (vi) through ~~(xi)~~ **(XII)** of this
12 section, as defined in regulations adopted by the Secretary;

13 (12) any supervisory, managerial, or confidential employee of a State
14 institution of higher education listed in subsection (a)(1)(v) of this section, as defined in
15 regulations adopted by the governing board of the institution; or

16 (13) any employee described in subsection (a)(2) of this section who is a
17 ~~supervisory,~~ managerial~~,~~ or confidential employee, as defined in regulations adopted by
18 the Secretary.

19 (c) Employees, employers, and exclusive representatives subject to this title are
20 subject to the provisions of Title 22 of the State Government Article.

21 (d) (1) Subject to Title 22, Subtitle 4 of the State Government Article, a
22 bargaining unit shall consist only of employees defined in regulations adopted by the
23 Secretary and not specifically excluded by subsection (b) of this section.

24 (2) (i) Each system institution, Morgan State University, St. Mary's
25 College of Maryland, and Baltimore City Community College shall have separate
26 bargaining units.

27 (ii) Appropriate bargaining units shall consist of:

28 1. all eligible nonexempt employees, as described in the
29 federal Fair Labor Standards Act, except eligible sworn police officers;

30 2. all eligible exempt employees, as described in the federal
31 Fair Labor Standards Act; and

32 3. all eligible sworn police officers.

1 (3) (i) Except as provided in subparagraph (ii) of this paragraph, the
2 Secretary or the Secretary’s designee shall have the authority to assign classification titles
3 and positions to bargaining units as appropriate.

4 (ii) The following individuals and entities shall assign classification
5 titles and positions to bargaining units at the following institutions:

6 1. at a system institution, the President of the system
7 institution; and

8 2. at Morgan State University, St. Mary’s College of
9 Maryland, or Baltimore City Community College, the governing board of the institution.

10 (4) Notwithstanding any other provision of law:

11 (i) Maryland Transportation Authority police officers at the rank of
12 first sergeant and below shall have a separate bargaining unit; [and]

13 (ii) faculty at the Maryland School for the Deaf shall have a separate
14 bargaining unit; AND

15 (III) SUPERVISORY EMPLOYEES OF UNITS OF STATE
16 GOVERNMENT LISTED IN SUBSECTION (A)(1)(I) THROUGH (IV), AND (VI) THROUGH
17 ~~(VII), OR (XI) OR (2)~~ (XII) OF THIS SECTION WHO ARE NOT CONFIDENTIAL
18 EMPLOYEES SHALL HAVE A SEPARATE BARGAINING UNIT.

19 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
20 October 1, 2024.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.