



**Maryland**

DEPARTMENT OF BUDGET  
AND MANAGEMENT

WES MOORE  
*Governor*

ARUNA MILLER  
*Lieutenant Governor*

HELENE GRADY  
*Secretary*

MARC L. NICOLE  
*Deputy Secretary*

## **HOUSE BILL 260 State Personnel – Collective Bargaining – Supervisory Employees**

### **STATEMENT OF INFORMATION**

**DATE: January 26, 2024**

**COMMITTEE: House Appropriations**

**SUMMARY OF BILL:** House Bill 260 provides collective bargaining rights to supervisory employees covered under the State Personnel and Pensions Article §3-102, excluding higher education supervisors and supervisory employees of the Office of the Public Defender. The legislation further requires that these employees have separate bargaining units. This change would give collective bargaining rights to approximately 3,900 supervisors in the State Personnel Management System (SPMS) and 1,400 in the Maryland Department of Transportation (MDOT).

**EXPLANATION:** Although the National Labor Relations Act (NLRA) does not apply to State employees, it is often looked to as the persuasive authority. The NLRA specifically excludes supervisors from its definition of employees who have collective bargaining rights, particularly if a supervisor is represented by the same exclusive representative as an employee. Additionally, granting supervisors collective bargaining rights may create a divide between supervisors and managerial employees.

This legislation will have an operational and fiscal impact on the Department of Budget and Management (DBM) due to an increase in potential grievances and additional negotiations with a new bargaining unit. State agencies will also likely need more staff to handle additional grievances.

**For additional information, contact Laura Vykol-Gray at  
(410) 260-6371 or [laura.vykol@maryland.gov](mailto:laura.vykol@maryland.gov)**

45 Calvert Street □ Annapolis, MD 21401-1907

Tel: 410-260-7041 □ Fax: 410-974-2585 □ Toll Free: 1-800-705-3493 □ TTY Users: Call via Maryland Relay

<http://dbm.maryland.gov>