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**HB 260 - State Personnel – Collective Bargaining – Supervisory Employees  
Appropriations Committee  
January 30, 2024**

**FAVORABLE**

AFSCME Council 3 supports HB 260. This is enabling collective bargaining legislation for nonconfidential supervisory employees who work in the executive branch of state government. This bill does not extend collective bargaining to any state agency that does not already have such rights enabled, it simply removes the “bargaining excluded” status from the nonconfidential supervisory employees where collective bargaining already exists. HB 260 is necessary because state law is required to enable collective bargaining for state employees. After collective bargaining rights are enabled, the employees assigned by the Department of Budget and Management to the bargaining unit for supervisors (Unit S) will need to petition the Labor board to hold an election and certify a collective bargaining representative of their choosing.

Like so many public sector workers in recent years, our members who perform work at the supervisory level within state government are suffering from a lack of resources, inadequate training, and had to deal with many of the same health and safety concerns during the COVID-19 pandemic. Many of our members maintain their membership when they get promoted because they still have merit status and can get union representation for disciplinary or grievance issues, but they are not covered under collective bargaining. This means they are left voiceless in decisions made around their pay, benefits, and working conditions. There is no legal barrier to granting our hard-working state supervisors the right to collectively bargain, it’s simply a policy decision. Just like all workers deserve collective bargaining rights, our members who are supervisors deserve these same rights too.

There is precedent nationally and in Maryland to grant supervisory employees collective bargaining rights. AFSCME has organized supervisors at the state, county, and municipal levels in numerous states including **Connecticut, Michigan, New York, Massachusetts, Washington, New Jersey, California, Minnesota, Hawaii, Rhode Island, Pennsylvania, and Florida**. Within Maryland, AFSCME has collective bargaining for some supervisors in **Prince George’s County, Baltimore City, and Howard County**.

For these reasons, we urge the committee to provide a favorable report on HB 260. Thank you.

# State of Maryland Collective Bargaining Unit Status Codes:

Source: Department of Budget and Management

A	Labor and trades unit
B	Administrative, technical and clerical unit
C	Regulatory, inspection, and licensure unit
D	Health and human service nonprofessional unit
E	Health care professionals unit
F	Social and human service professionals unit
G	Engineering, scientific, and administrative professionals unit
H	Public safety and security unit
I	Sworn police officers unit
<b>S</b>	<b>Excluded - Supervisor</b>
M	Excluded - Manager
T	Excluded - Agency Head
U	Excluded - Board or commission member
W	Excluded - Student
X	Excluded - Used by agency(s) excluded by exec order
Z	Excluded - Confidential

SB 192/HB 260 enables collective bargaining rights for state supervisors in Bargaining Unit S by removing their bargaining exclusion in state agencies that already have collective bargaining. If passed, supervisors would maintain one unit and negotiate a contract as Unit S employees.