

Senate Bill 192 / House Bill 260
State Personnel - Collective Bargaining - Supervisory Employees
Senate Finance Committee / House Appropriations Committee
February 1st, 2024 / January 30th, 2024

Letter of Information

Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee, thank you for the opportunity to share St. Mary's College of Maryland's analysis of House Bill 260.

In general, this bill extends collective bargaining rights to certain supervisory state employees, and requires that supervisory state employees who are not confidential employees have separate bargaining rights. In our assessment, this bill would materially and substantially expand collective bargaining rights by removing existing statutory exclusions in conflict with generally accepted labor relations principles and processes at both the state and federal level.

Currently, St. Mary's College of Maryland's collective bargaining process is outlined by the State Personnel and Pensions Article Title 3, which includes an exclusion for "supervisory, managerial, or confidential employees of a state institution of higher education." We have dutifully followed these exclusions for several decades based on the mutual understanding that including employees with supervisory or decision-making responsibilities in collective bargaining negotiations may result in challenges regarding issues pertaining to managerial decisions. Further, including supervisory employees in the collective bargaining process would conflict with decades of well-established state and federal precedent in the labor relations space.

St. Mary's College of Maryland has traditionally enjoyed a productive and collaborative relationship with our employees and collective bargaining units. However, supervisory employees at St. Mary's College of Maryland have significant authority over other employees – including the ability to hire, reward, discipline, or discharge an employee in the process of advancing managerial priorities – and these responsibilities may create a conflict of interest during the collective bargaining process. Thank you for your consideration and continued support of St. Mary's College of Maryland.



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