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SB 253 - Baltimore County Public Library - Collective Bargaining - Supervisory Employees

Senate Finance Committee

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SUPPORT

Donna S. Edwards

President

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in strong support of SB 253. On behalf of our 700 affiliated unions, I offer the following comments.

Collective bargaining is an exercise of freedom and democracy. Collective bargaining unites workers through their union to negotiate as equals with employers, determine wages, hours, leave, safety, and work-life balance. The Baltimore County Public Library System is one of the biggest library systems in the state, and its success relies on the people who run it every day. The work they do is essential—guiding staff, maintaining functional branches, and implementing statewide expectations. However, under current law, these workers are excluded from the collective bargaining rights that their colleagues exercise. SB 253 corrects that imbalance and brings them in line with the rest of the state.

SB 253 makes two key updates:

1. It establishes a dedicated bargaining unit for supervisory employees, one that allows supervisors to have a voice, but does not disrupt existing structures.
2. It updates the definitions of “management” and “nonmanagement,” drawing a clear line between who exercises independent judgment and who does not.

Collective bargaining strengthens the entire workforce as communication between management and staff improves, workplace issues are resolved collaboratively, and workers become more resilient. Our workforce functions best when the workers have a seat at the table. SB 253 recognizes this reality and ensures Baltimore County Public Library supervisors are offered the same workplace rights that workers across Maryland already exercise.

For these reasons, we urge a favorable report on SB 253.



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