

# HOUSE BILL 1433

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6lr2817  
CF SB 978

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By: **Delegate McCaskill**

Introduced and read first time: February 13, 2026

Assigned to: Government, Labor, and Elections

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Committee Report: Favorable

House action: Adopted

Read second time: March 7, 2026

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Community Colleges – Collective Bargaining – Definition of Supervisory**  
3 **Employee**

4 FOR the purpose of defining the term “supervisory employee” for purposes of collective  
5 bargaining in community colleges; and generally relating to collective bargaining.

6 BY repealing and reenacting, without amendments,  
7 Article – Education  
8 Section 16–701(a), (j), and (o)  
9 Annotated Code of Maryland  
10 (2022 Replacement Volume and 2025 Supplement)

11 BY adding to  
12 Article – Education  
13 Section 16–701(q)  
14 Annotated Code of Maryland  
15 (2022 Replacement Volume and 2025 Supplement)

16 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
17 That the Laws of Maryland read as follows:

18 **Article – Education**

19 16–701.

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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 (a) In this subtitle the following words have the meanings indicated.

2 (j) (1) “Faculty” means employees whose assignments involve academic  
3 responsibilities, including teachers and department heads.

4 (2) “Faculty” does not include officers, supervisory employees, confidential  
5 employees, part–time faculty, or student assistants.

6 (o) (1) “Public employee” means an employee employed by a public employer.

7 (2) “Public employee” includes faculty and part–time faculty at the  
8 Baltimore City Community College.

9 (3) “Public employee” does not include:

10 (i) Officers;

11 (ii) Supervisory or confidential employees; or

12 (iii) Student assistants.

13 **(q) (1) “SUPERVISORY EMPLOYEE” MEANS AN EMPLOYEE WHO HAS**  
14 **AUTHORITY TO:**

15 **(I) HIRE, TRANSFER, SUSPEND, LAY OFF, RECALL, PROMOTE,**  
16 **DISCHARGE, ASSIGN, REWARD, OR DISCIPLINE EMPLOYEES;**

17 **(II) RESPONSIBLY DIRECT EMPLOYEES FOR MORE THAN 50%**  
18 **OF THE EMPLOYEE’S WORKING HOURS; AND**

19 **(III) ADDRESS AND RESOLVE EMPLOYEE COMPLAINTS.**

20 **(2) “SUPERVISORY EMPLOYEE” DOES NOT INCLUDE A DEPARTMENT**  
21 **HEAD OR AN EMPLOYEE IN A COMPARABLE POSITION OR ANY FACULTY MEMBER**  
22 **BELOW THE LEVEL OF ASSISTANT DEAN.**

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
24 1, 2026.