

SENATE BILL 978

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6lr3686
CF HB 1433

By: **Senator A. Washington**

Introduced and read first time: February 14, 2026

Assigned to: Rules

A BILL ENTITLED

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.

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

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

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

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

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

7 (i) Officers;

8 (ii) Supervisory or confidential employees; or

9 (iii) Student assistants.

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

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

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

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

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

20 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
21 1, 2026.