

**HOUSE APPROPRIATIONS COMMITTEE**

**Testimony by**  
**Dr. Brad Phillips, Executive Director**  
**March 7, 2023**

**Hb528 – Teleworking Programs, Policies, and Guidelines - Requirements**

**POSITION: Unfavorable**

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The Maryland Association of Community Colleges (MACC), representing Maryland's 16 community colleges, thanks the House Appropriations Committee for the opportunity to share our concerns on this legislation.

Each of our community colleges has a telework policy in place in accordance with State Personnel and Pensions subtitle §2-308. The legislation being heard today would mandate an across the board policy that does not allow individual institutions the ability to manage their personnel to accommodate the different modalities of instruction, or allow for one-on-one support services for those students who have specific needs and require in-person assistance when others may not need such intrusive support. This would take away the colleges' ability to manage their telework policies in a student-centered manner that the law currently provides.

Second, the use of classification of employees is open to interpretation and may create a surplus of applications for telework eligibility based on job classifications that are not related to an employee's ability to conduct the work successfully online or to the courses that faculty may be teaching.

Finally, the use of historic success in the position as a qualifier for telework arrangements for an employee in light of a global pandemic where many of our colleges had to make major operational adjustments may not meet the reality of operations as our institutions emerge from the pandemic, nor is it the best pedagogy to have a policy where if you taught online you could remain online to the detriment of the various learning styles of our students. These provisions would limit the colleges from operational changes as they meet the needs of an ever-changing student population.

For the reasons outlined above, MACC requests an unfavorable report on HB528.