

**House Bill 984**  
**Public Employee Relations Act**  
**Senate Finance Committee**  
**March 7, 2023**

**Unfavorable**

Chair Barnes and Members of the Finance Committee,

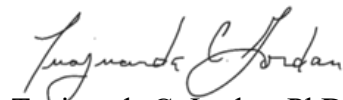
Thank you for the opportunity to share our thoughts on House Bill 984. Currently, the State Higher Education Labor Relations Board (SHLERB) oversees and governs collective bargaining matters for St. Mary's College and other Maryland institutions of higher education. The Bill proposes to eliminate SHLERB and instead group higher education institutions with all State agencies under a single entity, the Public Employee Relations Board. Employment issues experienced within higher education differ significantly from those of other State agencies. The SHLERB has developed expertise specifically related to higher education employment – expertise that would be lost if higher education institutions employment issues were arbitrated by the proposed Public Employee Relations Board.

In addition, the inclusion of supervisory and managerial employees in collective bargaining would create significant challenges in the College's ability to serve its students and the campus community. Supervisory and managerial employees' core responsibilities are to carry out management rights and to implement the institution's policies and procedures. Extending collective bargaining rights to supervisory and managerial employees would place these individuals in an improper position: choose to act in the best interest of the institution or choose to align with the interest of the collective bargaining unit they supervise.

Furthermore, providing supervisors and managers with collective bargaining rights would interfere with the College's ability to carry out its mission. Supervisors and managers play a critical role in ensuring that the College fulfills its essential responsibility: to care for the health and safety of students. To include the self-interest of collective bargaining employees to the work environment of supervisors and managers would undermine this core responsibility and create institutional risk.

For these reasons, I urge an unfavorable report on House Bill 984.

Thank you for your consideration and continued support of St. Mary's College of Maryland.



Tuajuanda C. Jordan, PhD  
President

*The*  
**NATIONAL  
PUBLIC  
HONORS**  
*College*

