

**FAVORABLE**  
**Senate Bill 192**  
**State Personnel – Collective Bargaining – Supervisory Employees**

**Senate Finance Committee**  
**February 1, 2024**

**Christian Gobel**  
**Government Relations**

The Maryland State Education Association supports Senate Bill 192. Senate Bill 192 extends collective bargaining rights to non-confidential supervisory employees who work in the executive branch of state government. Upon extending collective bargaining rights to this category of supervisory employees, the employees would need to petition for an election and select a collective bargaining representative of their own choosing.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

This legislation does not impact members of MSEA, however, MSEA strongly supports the extension of collective bargaining rights to these supervisory employees. MSEA represents supervisory and administrative public-school personnel through collective bargaining in Garrett County, Allegany County, Carroll County, Frederick County, St. Mary's County, Somerset County, Dorchester County, Charles County, and Worcester County. Administrative and supervisory employees share common concerns regarding pay, benefits, and working conditions that are well suited to be addressed through collective bargaining negotiations.

Furthermore, there is precedent nationally to grant supervisory employees collective bargaining rights. AFSCME represents supervisors at various levels of government in



a variety of states including Connecticut, Michigan, New York, Massachusetts, Washington, New Jersey, California, Minnesota, Hawaii, Rhode Island, Pennsylvania, and Florida. In Maryland, AFSCME represents certain supervisory employees through collective bargaining in Prince George's County, Baltimore City, and Howard County.

In sum, MSEA believes supervisory employees in state government could greatly benefit from the right to freely choose whether to join a union and collectively bargain for better wages, benefits, and working conditions. Precedent exists here in Maryland, and nationally, that collective bargaining is well suited for supervisory employees.

**We urge the committee to issue a Favorable Report on Senate Bill 192.**