

**HB 1433 - Community Colleges - Collective Bargaining  
Definition of Supervisory Employee  
Senate Finance Committee  
Submitted by Sandra L. Kurtinitis, Ph.D., President  
Community College of Baltimore County  
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**Position: Oppose**

As a president of a college that is currently undergoing an amicable, productive collective bargaining process, I write to respectfully oppose **HB 1433**. Maryland's community colleges operate under a collective bargaining framework that reflects the unique governance structure and operational needs of locally governed institutions. Colleges work closely with their employees and bargaining units to maintain productive labor relations while preserving the flexibility necessary to effectively manage their institutions and support student success. In these instances, institutional size matters. Large colleges such as CCBC may have far greater need for a diversity of supervisory titles and structures than perhaps smaller ones do, and to date, we have felt confident in relying upon the traditional definitions that have guided collective bargaining contracts to date.

Having negotiated these contracts in good faith based on original definitions, we are concerned to find definitions proposed ex-post facto that would now alter agreed upon supervisory structure. These contracts have taken 15 months to two years to negotiate. It would be unfair to both colleges and unions to have to renegotiate them. However, this retroactive change would require colleges to renegotiate newly minted contracts. House Bill 1433 represents a significant policy change by establishing a new statutory definition of "supervisory employee" after most of us have negotiated contracts guided by the original definitions contained in SB 746 of 2021. This surprising and sudden change creates unwelcome confusion for both management and labor.

Supervisory roles have long been determined by institutional size, responsibilities, organizational structure, and actual duties performed by employees which have functioned effectively. What works for WorWic Community College will not necessarily work for CCBC. A belated version of a rigid one-size-fits-all definition in statute fundamentally alters how supervisory status has been determined across institutions as we have created new contracts. This interpretation was captured in the recent decision of the Maryland Public Employees Relations Board (PERB), a Board customarily supportive of labor. Their decision underscores that supervisory status must be based on a fact-intensive, case-by-case evaluation. Simply put, large colleges such as the Community College of Baltimore County need supervisory capacity quite different from small or even midsize institutions. Hence there is no sound organizational reason to alter or restructure a model that has worked well to date.

Clear supervisory authority—defined by the size and the needs of the institution—is essential to the effective operation of academic programs, workforce training initiatives, and student services. Disrupting these structures would introduce unnecessary risk into established labor relationships and institutional operations at a time when stability is critical. Accordingly, I urge the Committee to issue an **UNFAVORABLE** report on **HB 1433**.