

House Government, Labor, and Elections Committee

March 11, 2026

HB 1433 - Community Colleges - Collective Bargaining - Definition of Supervisory Employee

Position: Oppose

The Maryland Association of Community Colleges (MACC), representing Maryland's 16 community colleges, respectfully opposes **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 manage academic institutions and support student success.

House Bill 1433 represents a significant policy change to Maryland's community college collective bargaining structure by establishing a new statutory definition of "supervisory employee." Historically, supervisory roles have been determined based on institutional responsibilities and organizational structure. Codifying a rigid definition in statute removes important flexibility and could unintentionally alter the composition of bargaining units across community colleges.

Recent decisions of the Maryland Public Employees Relations Board underscore that determinations regarding supervisory status in faculty bargaining units must be based on a fact-intensive, case-by-case evaluation of the actual duties performed by the employee. Codifying a broad statutory definition could supplant this established standard and create challenges when evaluating supervisory roles across the varied structures of Maryland's community colleges.

Community colleges vary widely in size, governance, and administrative organization. A one-size-fits-all definition of supervisory authority may not reflect how leadership and oversight responsibilities are distributed within different institutions. The proposed language could expand bargaining units to include individuals who currently perform supervisory functions, potentially creating confusion around reporting structures, personnel management, and institutional accountability.

Clear supervisory authority is essential to the effective operation of academic programs, workforce training initiatives, and student services. Changes to supervisory definitions should be considered carefully to avoid unintended consequences that could disrupt existing labor relationships and institutional management structures. Accordingly, MACC urges the Committee to issue a **UNFAVORABLE** report on **HB 1433**.

Please contact Brad Phillips (bphillips@mdacc.org) or Drew Jabin (djabin@mdacc.org) with questions.