

**FAVORABLE**  
**House Bill 1433**  
**Community Colleges - Collective Bargaining - Definition of Supervisory Employee**

**Government, Labor, and Elections Committee**  
**March 11, 2026**

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**Government Relations**

The Maryland State Education Association supports House Bill 1433, which defines the term “supervisory employee” for the purposes of collective bargaining in community colleges.

MSEA represents 76,000 educators and school employees who work in Maryland’s public schools and community colleges, teaching and supporting our almost 900,000 K-12 students so they can pursue their dreams. MSEA represents more than 44 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

For far too long, many workers in Maryland’s public sector have been unable to enjoy the freedom to collectively bargain through their unions. Maryland’s development of public sector collective bargaining for workers has been incremental and insufficient to meet the needs of working families, especially when compared to other states’ public sector collective bargaining systems.<sup>1</sup>

House Bill 1433 restores a clear definition of supervisory employee, which was removed from the statute in 2023. This clear description provides necessary guidance when unit designation and clarification issues come before the Public Employee Relations Board, eliminating the need to conduct hearings rendering decisions on a case-by-case basis.

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<sup>1</sup> Maryland State Labor Boards, *Public Schools, Higher Education, State Employees*, slides 7-8 (2014) (noting the development of public sector collective bargaining for certain state employees and higher education employees developed from 1996 – 2012), retrieved from: <https://laborboards.maryland.gov/wp-content/uploads/sites/9/2014/05/Powerpoint-for-Shanghai-Delegation-Feb-2013.pdf>; See also, Jimmy Tarlau, *Many Workers in Md. Don’t Have the Right to Form a Union. That Needs to Change*, Maryland Matters (May 20, 2021), <https://www.marylandmatters.org/2021/05/20/jimmy-tarlau-many-workers-in-md-dont-have-the-right-to-form-a-union-that-needs-to-change/>.



Every worker, whether they are in the private sector or the public sector, deserves a seat at the table with their employer to discuss their working conditions. The dignity of labor requires that all workers be able to enjoy the fundamental right to collectively bargain with their fellow workers.

**We urge the committee to issue a Favorable Report on House Bill 1433.**