

Senate Bill 298
State Personnel - Collective Bargaining - Supervisory and Managerial Employees
Senate Finance Committee
February 16, 2023

Unfavorable

Chair Griffith and Members of the Finance Committee,

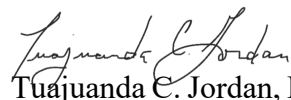
Thank you for the opportunity to share our thoughts on Senate Bill 298. The Bill's inclusion of supervisory and managerial employees in collective bargaining would create significant challenges in the College's ability to serve our students and campus community. St. Mary's College urges an unfavorable report on this Bill.

Supervisory and managerial employee's core responsibilities are to carry out management rights and to implement its policies and procedures. Extending collective bargaining rights to supervisory and managerial employees would place these individuals in an improper position in which they would be faced with choosing to act in the best interest of the institution, or in the best interest of members of the collective bargaining unit they supervise.

In addition, 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 needs of students. To include the self-interest of collective bargaining employees to the work environment of supervisors and managers will undermine this core responsibility and create institutional risk.

For these reasons, I urge an unfavorable report on Senate Bill 298.

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



Tuajuanda E. Jordan, PhD
President

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