

Department of Legislative Services  
Maryland General Assembly  
2026 Session

FISCAL AND POLICY NOTE  
First Reader

House Bill 388 (Delegate Forbes, *et al.*)  
Government, Labor, and Elections

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Baltimore County Public Library - Collective Bargaining - Supervisory  
Employees

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This bill expands collective bargaining rights to *supervisory* employees of the Baltimore County Public Library. To that end, the bill authorizes two collective bargaining units at the Baltimore County Public Library – one for supervisory employees and one for nonsupervisory employees. The bill may not be construed to modify or terminate a collective bargaining agreement or a bargaining unit that was recognized or in existence on or before June 30, 2026. **The bill takes effect July 1, 2026.**

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Fiscal Summary

**State Effect:** None. State revenues and expenditures are not directly affected.

**Local Effect:** The Baltimore County Public Library can handle payroll deductions for union and service fees using existing resources. Baltimore County Public Library expenditures may increase due to the hiring of outside mediators and increases in library employee salaries; however, any such increases are dependent on the outcome of collective bargaining and are expected to be minimal.

**Small Business Effect:** None.

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Analysis

**Current Law:** Chapters 747 and 748 of 2021 allowed full- and part-time *nonmanagement* employees of the Baltimore County Public Library to form a unit for the purpose of collective bargaining. Under these chapters, an employee does not include a confidential employee, management employee, or supervisory employee, and thus prohibits those

categories of employees from participating in the collective bargaining process. Current law does not establish a designated number of units that can be created for the purpose of collective bargaining.

Under the current collective bargaining framework for Baltimore County Public Library employees, the county executive may approve, reject, or partially approve requests for additional funding and must submit approved requests to the county council, which can also approve, reject, or modify them. If any part of a request is rejected, it must be renegotiated within the allocated funding limits and a timetable set by the county executive. If an impasse occurs, both parties submit final offers, and the county executive selects a binding offer.

### *Employee Categories*

“Employee” is defined as a full-time or part-time employee of the Baltimore County Public Library. It does not include a confidential employee or supervisory employee.

“Management employee” is defined as an employee who generally has authority and who formulates policy that is applicable throughout a bargaining unit and has a significant role in personal administration, employee relations, or the preparation and administration of budgets for the employer. Further, a management employee may be required to assist in collective bargaining negotiations or have a major role in administering collective bargaining agreements.

“Supervisory employee” is defined as an employee who is authorized to (1) manage hiring, transfers, promotions, discipline, or other employment actions; (2) direct employees for more than half of their working hours; or (3) handle and resolve employee grievances.

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## **Additional Information**

**Recent Prior Introductions:** Similar legislation has been introduced within the last three years. See SB 914 and HB 1071 of 2025.

**Designated Cross File:** SB 253 (Senator Hettleman) - Finance.

**Information Source(s):** Baltimore County; Maryland State Library Agency; Public Employee Relations Board; Department of Legislative Services

**Fiscal Note History:** First Reader - January 27, 2026  
sj/clb

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