

ReubinCollinsPart1_FAV_SB430

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Position: FAV



Charles County Government

CHARLES COUNTY COMMISSIONERS

Reuben B. Collins, II, Esq., *President*
Bobby Rucci, *Vice President*
Gilbert O. Bowling, III
Thomasina O. Coates, M.S.
Amanda M. Stewart, M.Ed.

Mark Belton
County Administrator

TESTIMONY OF
Reuben B. Collins, Esq., President
County Commissioners of Charles County
BEFORE
Senate Finance Committee
Senate Bill 430 – “Southern Maryland Code Counties - Collective Bargaining”
Thursday, February 20, 2020
1:00 p.m.

Good afternoon. I am pleased to provide testimony in support of Senate Bill 430 entitled, “Southern Maryland Code Counties – Collective Bargaining.” Senate Bill 430 allows Southern Maryland Code home rule Counties, including Charles County, to enact a collective bargaining law for regular county employees.

Many employees in these counties already have bargaining rights and therefore a voice in their workplaces: teachers, and other employees of the board of education; Sheriff’s deputies; and, Charles County fire and EMS employees. This bill permits a collective bargaining law to cover Charles County’s other employees.

There are approximately 650 employees of Charles County who want to have a voice through collective bargaining, and Charles County wants to give those employees a voice. This bill permits – but does not require – Charles County to enact a local collective bargaining law. That is consistent with Charles County’s express powers of home rule. And, Calvert and St. Mary’s Counties shall have this express power too if they become code home rule counties.

The bill requires the most standard elements for collective bargaining for public employees: inclusion of regular employees; exclusion of supervisory and managerial employees; representation chosen by the employees; the ability to resort to arbitration to resolve impasses; a prohibition on strikes and lockouts; and a process for both sides to work out disputes over “unfair” practices.

The details of the collective bargaining system are for the county to determine and enact by local law. Details include how a representative is chosen; when and how bargaining proceeds; when and how arbitration is utilized; and what are fair and unfair bargaining practices.

Charles County is a growing county, with an increasing number of employees. Those employees want and **deserve** a voice in their workplace. Many of their peers in the county have such a voice. Many of their peers across the State – and nearly all in state service – have such a voice. Good government comes from fair and just employment practices, and advocacy by and for employees.

For all these reasons, I respectfully ask the Senate Finance Committee to report favorably on Senate Bill 430.

ReubinCollinsPart2_FAV_SB430

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Position: FAV



Charles County Commissioners

REUBEN B. COLLINS, II, ESQ., PRESIDENT

February 18, 2020

The Honorable Delores G. Kelley, Chair
The Honorable Brian J. Feldman, Vice Chair
and Members
Senate Finance Committee
3 East
Miller Senate Office Building
Annapolis, Maryland 21401

Re: SB 430 – Southern Maryland Code Counties – Collective Bargaining
Letter of Support – Finance Committee – Thursday, February 20, 2020 at 1:00

Dear Chairwoman Kelley, Vice Chairman Feldman and Members:

The Charles County Commissioners are seeking your support of the above entitled SB 430. This enabling legislation would allow the County to enact a local law to provide regular employees of the County the right to organize and bargain collectively with binding arbitration.

Thank you for the opportunity to present our support for SB 430.

Sincerely,

COUNTY COMMISSIONERS OF
CHARLES COUNTY, MARYLAND

Reuben B. Collins, II, Esq., President

cc: The Hon. Arthur Ellis

MSEA_FAV_SB430

Uploaded by: Dove, Tina

Position: FAV

**Testimony in Support of Senate Bill 430
Southern Maryland Code Counties—Collective Bargaining**

**Finance Committee
February 20, 2020
1:00 PM**

**Tina N. Dove, M.Ed.
Government Relations**

The Maryland State Education Association supports Senate Bill 430, authorizing Charles County to enact local laws allowing regular employees to collectively bargain.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our 896,837 students for careers and jobs of the future. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3 million-member National Education Association (NEA).

Maryland has long celebrated the freedom of association and the role of organized labor. The strength of organized labor is critical to protecting workers, ensuring quality, and maintaining fairness, safety, and competitive wages in the workplace. Strong employee associations are able to solve problems and represent the needs and concerns of employees and the community to benefit everyone.

Teachers and administrators in Charles County already enjoy collective bargaining rights as an affiliate of MSEA. This legislation would allow other public employees to have a voice in their workplaces.

Because MSEA members know that good government comes from fair and just employment practices and advocacy by and for employees, **we urge a favorable report on Senate Bill 430.**

MDDCAFLCIO_FAV_SB430

Uploaded by: Edwards, Donna

Position: FAV



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Secretary-Treasurer
Gerald W. Jackson

**SB 430 - Southern Maryland Code Counties - Collective Bargaining
Senate Finance Committee
February 20, 2020**

SUPPORT

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Madam Chair and members of the Committee, thank you for the opportunity to submit testimony in support of SB 430 - Southern Maryland Code Counties - Collective Bargaining. My name is Donna S. Edwards and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of the 340,000 union members, I offer the following comments.

Expanding collective bargaining rights to Charles County employees is an idea that is far past due. The United States has long lagged behind other industrialized nations in collective bargaining coverage for public and private-sector workers. However, the right to collectively bargain is essential so that working men and women have the strength to improve their living standards, provide for their families and build a strong middle class. Every year, some 30,000 collective bargaining agreements are negotiated. In 2019, 7.1 million employees in the public sector and 7.5 million workers in the private sector belonged to a union¹.

Simply put, there is no greater tool for workers to join the middle class and to provide for their families than collective bargaining. This is a right that we fight daily to protect and expand, and we believe it is high time that employees of local governments in Maryland enjoy the same protections and benefits that millions of American workers currently enjoy.

Collective bargaining does not just benefit the workers. In order for local government to recruit and retain talented employees, an incentive must be created to make local government employment more desirable. Finding quality employees is good for local government, the employee, and the taxpayer. With a collective bargaining agreement, stability in the workplace is maintained, and productivity increases.

SB 430 is good for workers, good for local governments, and good for taxpayers. We urge a favorable report.

¹ <https://www.bls.gov/news.release/union2.nr0.htm>

SenEllis_FAV_SB430

Uploaded by: Ellis, Senator Arthur

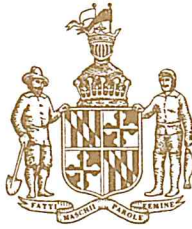
Position: FAV

ARTHUR ELLIS
Legislative District 28
Charles County

Education, Health, and Environmental Affairs
Committee

Joint Committee on Ending Homelessness

Joint Subcommittee on Program
Open Space/Agricultural Land Preservation



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February 20, 2020

Testimony in Support of Senate Bill 430: Southern Maryland Code Counties – collective Bargaining

Chair Kelly and Members of the Finance Committee: Thank you for hearing SB430 Southern Maryland Code Counties – Collective Bargaining.

This bill grants Charles County the authority to enact a local law to provide regular County employees, with specified exceptions, collective bargaining rights with binding arbitration. A local collective bargaining law for Charles County must provide definitions of and remedies for unfair labor practices and prohibit strikes or work stoppages by represented regular employees.

SB430 addresses Maryland's current forms of government: Commission; Charter Home Rule; and Code Home Rule. Which means that the **Board of County Commissioners** could enact and repeal public local laws.

Presently **Commission Counties** cannot enact local laws in areas where the General Assembly has not expressly granted authority, while charter and Code Counties have the authority to enact local laws on matters covered under the Express Powers Act. Under the Express Powers Act, Charter and Code counties can provide for a merit system governing the appointment of County officials and employees, whether elected or appointed positions. The law does not expressly grant collective bargaining rights. Charles County operates under the code home rule form of government. The other two counties in Southern Maryland, Calvert and St. Mary's, still operate under the Commission form of government.

SB430 has no immediate effect on Charles County's finances since local legislation is required to enact Collective bargaining for county employees.

Chair Kelly and Committee I ask for a favorable report on SB430 to protect Charles County Employees.


Arthur Ellis

District 28, Charles County

AFSCME Council 67_FAV SB430

Uploaded by: Middleton, Glen

Position: FAV



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EMPLOYEES, AFL-CIO

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TESTIMONY IN SUPPORT TO SB 430 SOUTHERN MARYLAND CODE COUNTIES-COLLECTIVE BARGAINING APPROPRIATION COMMITTEE

Council 67 of the American Federation of State, County and Municipal Employees (AFMSCE), AFL-CIO supports public employees who want a voice in their workplace. AFSCME helps employees create fairer, safer, and more just, public service careers. AFSCME represents thousands of county and municipal employees across Maryland from Allegany County to Carroll County to Harford County, from Cumberland to Takoma Park to Bowie to Baltimore.

SB 430 empowers code counties in southern Maryland, currently Charles County, to enact a local collective bargaining law. Many employees in Charles County have long enjoyed collective bargaining rights including Charles County teachers, Board of Education employees - who are currently represented by AFSCME – and Sheriff's deputies. The County has succeeded and been bettered by these rights and relationships.

The County's regular employees – those serving in public works, emergency services, planning, and recreation and parks – do not currently have a right to organize and collectively address wages, hours, and other working conditions. Those employees have made clear that they want a voice. They want to help create a stronger civil service with an even more dedicated and capable workforce to attend to the County's needs and the needs of its citizens. Employees want to help solve problems, ensure just and safe workplaces, and generally build a great county to live and work in.

SB 430 allows Charles County – and other counties in the future – to enact an appropriate collective bargaining law. The bill builds on the express powers granted to the County and sets the core terms of such a law consistent with collective bargaining laws across Maryland. It provides for employee choice and precludes strikes and lock outs. To ensure fairness and productive negotiations, the bill provides for arbitration and relief from unfair labor practices. The particulars of collective bargaining rights are left to the county commissioners to determine.

In sum, SB 430 will lay a foundation for County employees to have the voice they so strongly desire and so greatly deserve. AFSCME commends the Charles County delegation for introducing SB 430 and commends the Board of Charles County Commissioners for their expressed commitment to giving County employees these rights.

We ask respectively a Favorable reporting on SB430

SenMiller_FAV_SB430

Uploaded by: Miller, Senator Thomas V Mike

Position: FAV

THOMAS V. MIKE MILLER, JR.
PRESIDENT EMERITUS
PRESIDENT OF THE SENATE
1987-2020
27th Legislative District



The Senate of Maryland
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February 20, 2020

Testimony in Support of Senate Bill 430: Southern Maryland Code Counties – Collective Bargaining

Chair Kelley and Members of the Finance Committee: Thank you for hearing SB430 Southern Maryland Code Counties – Collective Bargaining.

This bill grants Charles County the authority to enact a local law to provide regular County employees, with specified exceptions, collective bargaining rights with binding arbitration. A local collective bargaining law for Charles County must provide definitions of, and remedies for, unfair labor practices and prohibit strikes or work stoppage by represented regular employees.

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SB430 has no immediate effect on Charles County's finances since local legislation is required to enact collective bargaining for county employees.

Chair Kelley and Committee, I ask for a favorable report on SB430 to protect Charles County Employees.

Sincerely,


Thomas V. Mike Miller, Jr.

LATE - KevinYates_FAV_SB430

Uploaded by: Yates, Kevin

Position: FAV

Testimony in Support of Senate Bill 430
Finance Committee
February 20, 2020

Thank you, Madam Chairwoman and members of the Finance Committee, thank you for the opportunity to submit testimony in support of Senate Bill 430. We are Charles County employees with 50 years of experience working for the county collectively. We are the people who provide the essential services to the residents of Charles County. We work hard every day to maintain the roads and landfills, provide safe water, maintain our counties' beautiful parks and buildings and many other important services.

We encourage you to support Senate Bill 430 which will authorize Charles County to provide collective bargaining for us and our co-workers. We are one of the only groups of public employees in the county without the right to collectively bargain and have a voice on the job.

We want to thank the County Commissioners who voted unanimously on September 24, 2019 to include this enabling legislation as a priority for this legislative session. We also want to thank our sisters and brothers in AFSCME Local 2981 who represent 1,100 employees in the Charles County public schools and the Educators Association of Charles County that testified before the Commission in support.

Charles County is the second fastest growing county in Maryland. We, the county workforce, are an important part of that success. We are working with AFSCME Council 67 to build our own local union so we can have a seat at the table when decisions affecting us are made. Our goal is to have a collective voice on the job to ensure that we can continue to deliver the high-quality public services that the residents of the county deserve. As the county continues to grow and prosper, we want to make sure that the workforce, which also lives in the county, does as well.

We ask the committee for a favorable report on SB430.

William Bowman
Brandon Makle
Melvin Hendrick
Jerry West
Mattahies Wall
Kevin Yates
James Willett
Michael Johnson
Jason Newman
Timothy Harley
Greg Keys
Roy Butler
Perry Chisley
Charles Marshall
Christopher Cole