

Written Testimony Submitted for the House Appropriations Committee
Testimony of Doyle Ham, member, AFSCME Maryland
HB 260 – AN ACT concerning State Personnel – Collective Bargaining – Supervisory
Employees
January 26th, 2024

SUPPORT

Dear Chair Barnes, Vice-Chair Chang, and Members of the Appropriations Committee:

My name is Anthony Washington, and I am a Field Supervisor with the Division of Parole and Probation at DPSCS. As a supervisor, my top issue is respect, and the way that respect is shown. There are employees that are more highly compensated than I am, despite my position as a supervisor. Those employees also have a stronger voice, through their right to collectively bargain, than I do.

We have lost multiple front line staff and supervisors over the past three years. These staff members have been replaced with less experienced workers that are not being properly trained. As a result, we have lost institutional knowledge. Without collective bargaining, it is hard to have a voice that we know will be heard. There is no ongoing training for supervisors, and the training offered would often require supervisors to pay out of pocket. Supervisors are only allowed five hours of comp time without management approval, despite the fact that our time is often divided among more staff than our position is equipped to handle. All of this has put an enormous strain on my physical and mental well-being.

I second guess my decisions because I do not feel that management will always support me if I have to make a tough decision, nor do I have the rights that would protect me in those instances. It feels that the people I supervise have more of a say in the workplace than I do, are often treated with more respect, and are certainly more empowered. I encourage you to reverse these trends, to grant collective bargaining to supervisors, and to pass this legislation.

Anthony Washington
Field Supervisor I
Baltimore, DPSCS, Parole and Probation