

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 Brittany Dowdy and I am a Case Manager Specialist Supervisor in the Department of Juvenile Services here in Maryland. When I became a supervisor, I did not stop being a worker. All of the challenges that are present in my life, both economic and personal, did not leave me. Yet many of the rights that I had as an employee did. My mother, who lives with me, continues to need expensive medications, which I cover using my salary from the State. My bills, which continue to rise, place demands on me as well.

Reassignments often come down to us with no place in the process for us to have a voice. With no feedback, issues that could have been solved at a lower level simply compound and expand until they are systemic.

In 2023, my dream job became available, and I applied to be the supervisor of the Western Baltimore County Evening Reporting Center. After the interview, I was notified that I was being offered the position, and my start date was scheduled for March 7, 2023. While there, I felt supported by my supervisor, staff, and the Evening Reporting Center team in Baltimore City. I completed the necessary training and probation. Despite positive reviews from my managers in my position there, I was moved into a different position, with no input from myself. I pride myself on my flexibility, but I lacked the training for this position, and the schedule was very different from what I had originally applied for. With no practices in place, and no way to make my voice heard, I have been left by myself to work through things. It feels like decisions are consistently being made about supervisors without their input. I feel that my flexibility and work ethic have been taken advantage of, rather than rewarded. Collective bargaining would alleviate pressures like this not only for me, but for all supervisors. It would mean we answer to practices, ones that we have a voice in, and that accurately reflect our work. I ask you to support this legislation, to give supervisors the same rights we had as employees, and to stand with us.

Brittany Dowdy
Case Manager Specialist Supervisor
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