MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

7 School Street • Annapolis, Maryland 21401-2096

Balto. (410) 269-1940 • Fax (410) 280-2956

President Donna S. Edwards

Secretary-Treasurer Gerald W. Jackson

HB 260 - State Personnel - Collective Bargaining - Supervisory Employees
House Appropriations Committee
January 25, 2024

SUPPORT

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

Chairman and members of the Committee, thank you for the opportunity to submit testimony in support of HB 260. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

HB 260 grants collective bargaining rights to supervisory employees of the state. It creates a separate bargaining unit for supervisors and clarifies that confidential employees will still remain excluded from the unit. It allows the agencies to define through regulations who is defined as a supervisor. Supervisors can better prioritize the interests of the public and state when they are covered by a collective bargaining agreement. Union contracts can help promote employee retention, career progression, and professional development leading to a better trained and more stable workforce for the state. By granting supervisors the freedom to choose to unionize, the state is investing in its grassroots leadership that helps state services function.

In the public sector, where laws vary from state to state and even county to county, supervisors can be granted the same rights to form unions and collectively bargain. For example, the Association of Supervisory and Administrative School Personnel (AFASP) is a union affiliated with the AFL-CIO that represents supervisors and has locals in Maryland. A Monthly Labor Review report found a variety of approaches to supervisor collective bargaining. At the time, Connecticut, Louisiana, and New York included supervisors in the same bargaining unit as non-supervisory workers. States like Alaska, California, Florida, Maine, Minnesota, Nebraska, New Hampshire, New Jersey, Pennsylvania, and Vermont, created distinct statewide supervisory units. Collective bargaining can lead to better wages and benefits and the smooth resolution of workplace issues. We urge a favorable report for HB 260.