

**Written Testimony Submitted for the House Appropriations Committee**  
**Testimony of Tracy Lee**  
**HB 609 –The Library Workers Empowerment Act**  
**February 13th, 2024**

**SUPPORT**

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

My name is Tracy Lee, and I am a Library Associate II at the Eastport Annapolis Branch of the Anne Arundel County Public Library system.

I came to the library later in my life, and my work experience wasn't taken into consideration when I was offered the job at the starting salary, with not a lot of room to negotiate. I wish that my experiences could have impacted my starting salary, since all future adjustments have been based on that. We have no set policies for how these things are determined, at the moment. Being treated in a way that is comparable to others in my position would allow me to save more for retirement and give me the security I need for myself and my family.

Though we are often encouraged to voice our opinions, those opinions are rarely taken into consideration in any serious way. Whether it is small things, like an unplowed parking lot, or large things, like the unfair treatment of our part-time hourly (PTH) staff, we go unheard. PTH issues affect everyone at the branch- part time hourly employees are our backbone and we need them to manage the desk while full time and part time staff do all the various tasks we do inside and outside our library.

If this legislation passes, and we are given the right to collectively bargain, I feel like we would have more of a voice. We would have a seat at the table, and administration would have to take our ideas into consideration more than they do now. We want a voice. We want a process. But first, we want HB 609 to pass.

Tracy Lee  
Library Associate II  
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