

**Written Testimony Submitted for the House Appropriations Committee**  
**Testimony of Brad Noble, 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 Mandy Feathers and I am a proud member of AFSCME. I ask you to support bill HB 260. I've worked as a supervisor at the Maryland Department of Transportation MVA Parkville Office for 18 years.

When our agencies face higher workloads and understaffing, supervisors are often the solution. My office typically has 3 supervisors, but recently, one of them received a promotion to an Assistant Manager position, and the other is working part time while back in school. We haven't been able to staff our office with the appropriate level of supervisors since these changes, and I often feel everything is put on me as the sole supervisor left in my office. The stress of the position is substantial, and we need to be able to hire more supervisors quickly. Especially with the spike in drivers license renewals that is coming up soon, we know this is only going to get worse, not better.

It makes me feel very overwhelmed, upset, stressed out and overworked. When I leave work I take all that home with me, which I know I shouldn't but it puts me in a bad mood, which is not fair to my husband and my children. It's difficult to maintain my happiness and life satisfaction in the midst of this workplace stress. On top of all of that, I am struggling to pay for daycare for my 2 year old since the cost of childcare is consistently rising, and supervisors have no way to negotiate a path to keep up. Not having a seat at the table and a formal process to negotiate and plan for our families' futures puts supervisors further back.

It's crucial to have higher leadership in our agencies hear from us as supervisors on the frontline, and for us to be able to share with them the perspective of how issues are causing problems and how we feel they could be fixed. We can do this through collective bargaining and through the power to negotiate over our working conditions.

We need to be able to stand up for ourselves, our rights and what we deserve. For these reasons I ask you to please support HB 260.

Mandy Feathers  
Supervisor  
MDOT MVA Parkville Office