

**DEBBIE MICHAELS  
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Testimony

SB 660 – Collective Bargaining-Chancellor of the University System of Maryland-Negotiations  
Support

I have worked at UMBC as support staff for eleven years and have served as a representative on our bargaining team.

I request your support for SB660, as it will benefit the state by means of eliminating duplicate efforts of multiple staff, many of which are upper management. Additionally, this bill would provide equality with the institutions that would allow them to focus on the united goal of serving the students with quality education.

As lawmakers, I know you can appreciate the fact that legislation is ever evolving. We build on the efforts of our predecessors in utilizing language that has already been through the vetting process and adjust the language to provide clarity and changes that serve the greater good. So is the case with our higher education contracts. We appreciate that each university provides some sense of uniqueness, but the bulk of the mission is standard for all. A consolidated contract would eliminate the necessity of several documents with similar language having to go through the entire vetting process. It saves time, and as we all know, time is money.

The state already negotiates a consolidated contract for about 25,000 employees across multiple sectors. It makes sense to streamline the 20 current contracts that serve about 6,500 employees in one sector. I welcome any questions you may have on this topic.

Sincerely,

Debbie Michaels  
President, AFSCME Local 1459  
University of Maryland, Baltimore County (UMBC)