



# MARYLAND STATE & D.C. AFL-CIO

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## **HB 486 - State Employees - Collective Bargaining - Applicability, Bargaining Processes, and Memorandums of Understanding House Appropriations Committee February 3, 2021**

### **SUPPORT**

**Donna S. Edwards  
President**

**Maryland State and DC AFL-CIO**

Madam Chair and members of the Committee, thank you for the opportunity to submit testimony in support HB 486 - State Employees - Collective Bargaining - Applicability, Bargaining Processes, and Memorandums of Understanding. My name is Donna S. Edwards, and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 340,000 union members, I submit the following comments.

The modernization of the Collective Bargaining process with the University System of Maryland helps workers, the University System of Maryland, the individual institutions, and Maryland taxpayers.

Currently USM has 15 bargaining units comprising about 6600 workers represented by AFSCME in comparison to the state executive branch having six bargaining units comprising nearly 30,000 employees represented by AFSCME. Each higher education institution under the USM umbrella has bargaining sessions with AFSCME, but each institution lacks the final authority on management's side of the negotiations. Ultimately, USM has the final approval on any contract agreed to between a higher education institution and the bargaining unit.

USM promulgates system wide policies as far reaching as procurement to sexual harassment, that each institution must accept and enact. HB 486 provides an efficient uniformed process for collective bargaining with employees that saves time and money while protecting the health and safety of workers.

HB 486 streamlines the process, eliminates duplicative efforts, and allows for workers to bargain directly with the University System, instead of wasting time and money going through an extra layer of management that lacks the authority to make a final decision.

**We urge a favorable vote on HB 486.**