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Budget and Taxation Committee

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THE SENATE OF MARYLAND
ANNAPOLIS, MARYLAND 21401

Testimony of Senator Craig J. Zucker
Senate Bill 717- State Personnel – Collective Bargaining – Exclusive Representative Access to
New Employees
Senate Finance Committee
March 4th, 2021
1:00pm
Position: SUPPORT

Good afternoon Chairman Kelley, Vice Chairman Feldman, and distinguished members of the committee. It is my pleasure to testify today in **support of Senate Bill 717 – State Personnel – Collective Bargaining – Exclusive Representative Access to New Employees.**

Senate Bill 717, would change the circumstances under which a collective bargaining representative would be provided access to new employees of the State, the University System of Maryland (USM) system institutions, Morgan State University (MSU), St. Mary's College of Maryland (SMCM), and Baltimore City Community College (BCCC).

This legislation would modify how designated collective bargaining representatives would be notified of new employees and specifies information that must be provided about each new employee. The bill would require that a representative be permitted to meet with new employees during their first pay period or at a new employee program that starts within 14 days of the employees start date. Additionally, the bill extends the currently established meeting time from twenty minutes to thirty minutes and clarifies employer reporting requirements for said meetings.

The pandemic may have caused obstacles for new employees to learn their rights and benefits. This could lead to a lack of clarity and transparency in both the duties of employees and in the role of management during a global health emergency. This legislation would ensure that these new employees have clarity and access to important information surrounding their employment. Ensuring that new employees are properly trained in their rights would help them better perform their job duties for the duration of their employment and allow them to better function in the positions of public service entrusted to them.

For these reasons, I ask for a favorable report on Senate Bill 717. Thank you for your kind consideration.