

**Testimony of**

**SCOTT BUSINSKY**

**Submitted to the House Appropriations Committee March 4, 2022**

**HB 1225 Education - Harford County Public Library - Collective Bargaining**

Dear Legislators

While I'm no longer a Harford County resident, or a Maryland resident, I am a former employee of Harford County Public Library (2011-2018). I am writing today to give my full support for the passage of HB1225: Education – Harford County Public Library – Collective Bargaining.

We are currently reading stories about workers all over the United States gaining better rights and protections in their workplaces. Libraries are not immune to these trends. Concerns about staff morale, lack of autonomy, and a general sense of paranoia, have loomed over the HCPL's administrative office for many years prior to the pandemic. The pandemic, among other factors, including an unjust pay scale realignment, has made the idea of unionizing more immediate for HCPL employees. Harford County is not alone in this urgency, as [Baltimore County Public Library employees](#) and many others have formed unions in recent years.

In 2017, I was an individual winner of the Roenna Fahrney award, a high honor at HCPL. I left for a better-paying job within the year. Several other staff who won this award had chosen a similar path. Talented and passionate staff are being recognized for their contributions to the HCPL community, but then leaving soon after? Why is this the case? Could it be a few disgruntled employees spreading their toxic negativity? That's what Mary Hastler would have you believe. Clearly, there's more than a few disgruntled staff at HCPL.

The time is now for HCPL employees to unionize. The only thing I'm befuddled about, Mary, is that you don't remember me laying out staff morale issues four years ago in my exit interview.

I'm a proud member of AFSCME and a librarian. I stand in solidarity as a union member, as a librarian, and as a former employee. I have a guaranteed ten-step pay scale and a grievance system that protects my voice. Better pay, autonomy, psychological safety, and a voice at the table are things that all employees deserve. HCPL administration is long overdue to recognize these essential components of a healthy workplace.

I'm proud of my former colleagues. It takes great bravery to stand up to such a vanity-obsessed, paranoid administration. No longer will it stand that the CEO can prop up her public image off the backs of the employees who give so much, for so little in return. Administration will pivot to their great benefits package. Guess what? I've got those, too, and I've got a union.

Solidarity Forever!

Solidarity forever!

Solidarity forever!

For the union makes us strong

In solidarity,

Scott Businsky, AFSCME 3109