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Patrick Moran - President

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**Testimony**  
**HB 458 – State Personnel - Collective Bargaining - Revisions and Budget Bill**  
**Appropriations**  
**Appropriations Committee**  
**February 15, 2022**  
**Support**

Good afternoon committee members, my name is Debra Graves-Latson, and I work as a Family Service Caseworker II – Adult Service, and I am a proud member of AFSCME Local 112.

I have worked for the State going on 14 years.

When I was first hired, one of the things I was told was that the State had steps within wage classes. Steps were supposed to be salary increases provided annually for satisfactory performance of the job, as well as a recognition that experience helps the State work for Marylanders.

In my 14 years of working for the State, I have only received four step increases, far from what I should have gotten.

This has happened to others who are represented by AFSCME, yet there are other state employees that have received many more step increases over the years. Why is that?

I love my job, and I do it well. But I feel like the State does not return that love. There should be fairness and equity applied, and it's not happening now. My hope is that this legislation, which will bring binding arbitration to collective bargaining, will fix the wrongs, because it's always the right time to do the right thing. Having a process to promote compromise and agreement is the right thing.

Thank you for the opportunity to speak with you today, and I ask for a favorable report of HB 458.

Every AFSCME Maryland State and University contract guarantees a right to union representation.  
An employee has the right to a union representative if requested by the employee.  
800.492.1996

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