

## **MTA Written Testimony template**

### **Introduction:**

- I am Sergeant Kendrick A. Jordan and am a 23-year veteran of the Maryland Transit Administration Police Force.
- I am writing testimony in support of SB 475 and HB 580, for why MTA supervisors and sergeants need the right to collectively bargain.

### **What is my job:**

- My role in the MTA Police Force is first line supervision of the officer on the street. I am tasked with conducting roll call, creating schedules, reviewing reports, completing payroll, other duties as assigned and, most importantly the direct supervision of the officer on the street in the proper performance of their duties and responsibilities. I oversee district level investigations to ensure all follow ups are completed and pertinent information from the scene is documented and articulated with the report.
- My job is essential for the operations of the MTA because as previously stated I am the first line supervision for officers on the street. I am the conduit between upper command and the proletariat. I am the voice to relay the vision of upper command to the officers and in turn provide upper command with a sense of the pulse of the department based on my daily interactions with the officers on my squad. I am the de facto answer man. If there is an issue the officers bring that issue to me and I either provide the answer, find out the answer or direct the officer to where the answer can be found if it is outside of my purview.

### **Experiences/issues:**

- While on this job, I have experienced a myriad of issues so I will start by speaking about the most important of my issues; which is the lack of redress for issues when they arise. Currently Sergeants by state law are precluded from the ability to file a grievance as a means to address and/or abrogate issue of work conditions or treatment within the workplace. So we are relegated to either accepting the issue and getting over it or seeking injunctive relief through the courts which should not be the

case. Although the courts and litigation are a viable option there should be other systems and/or mechanisms in place to address minor issues that don't rise to the level of litigation. I believe that collective bargaining and the grievance process could go a long way to address issues as they arise.

The other issues I would like to speak to is the current on-call policy. Sergeants are placed on call for a week at a time to be on standby in the event someone calls out and there is a vacancy within supervision the on-call sergeant would be called into work. Currently, the sergeant on-call is not compensated for being on call although there are parameters placed upon him/her that alter the course of their daily life such as being required to answer and carry your work phone at all times, the requirement to be able to respond to work within an hour of notification, and not consuming alcohol. Although those constraints are placed upon the sergeants there is no compensation for the hardship and inconvenience endured unless called into work. Furthermore, there is no written policy which outlines the procedures for the on-call policy, its implementation or the parameters under which it will operate. There is no documentation as to what constitutes a circumstance under which you can be called in, how often within a week you can be called in or how many hours you can work. The Fair Labor and Standards Act states that personnel placed in an on-call status which alters the normal course of their daily lives should be compensated. That is not the case and I am of the belief that collective bargaining would go a long way to addressing issues such as these and foster a pellucid working relationship between the MTA Police Force and the men and women who act as the agency's first line supervisors.

### **Summary**

- For these reasons, I urge this body to pass this bill.