

**Written Testimony in SUPPORT of SB 475**

**Cheryl Savage, Transportation Supervisor, Maryland Transit Administration**

I am Cheryl Renae Savage and I have been working at Maryland Transit Administration for 25 years. For the last 15 I have been a Transportation Supervisor working in the Communications Department.

This testimony is in SUPPORT of SB 475 so that supervisors and sergeants be afforded the right to collectively bargain.

While I am not currently working as a transportation supervisor for health reasons, I assist them daily with sending off reports to upper management and the public in reference to any delays in service. I also monitor the Metro Stations Attendants that are working in the station. This makes my job essential, as the riding public needs to be made aware of their transit systems operations daily.

While working this job, the last 8-10 years of treatment of my colleagues and me has been awful. Management has no knowledge of the Transportation Service Human Resources Policy (TSHRS) rules or how to implement them. Management been hired from outside of the agency, which was not a practice prior to these last few years. One had to have at least been working in the transportation field for 5 years or more to obtain this job. This has allowed favoritism and personal preference to saturate the current work environment, causing a hostile and threatening atmosphere. There have been at least 2 or 3 violent incidents on the very floor I work on, and while I understand my colleagues' frustrations, it leaves me fearful and concerned for my safety when reporting for duty.

Also, my newer colleagues come into this position at a higher rate than my senior counterparts and me. Management refuses to acknowledge seniority in other regards as well, including scheduling. When I was hired in January of 1997 as a part-time bus operator, I was told this was a seniority position, and once I became a transportation supervisor the same rule applied. My wages would remain 6% above the operators' top pay without overtime with 40 hours per week. This has yet to happen. Suddenly this management (again, hired from outside the agency) knows nothing about this and cannot seem to locate that policy, but continuously produce and implement their own with handbooks and memos. I am currently dealing with a scheduling problem as well as a classification problem with my immediate manager that brings me to angry tears just to think about it, despite my fifteen years in supervision with the MTA.

A collective bargaining agreement would definitely assist my colleagues and me to have a fair process in pay, promotions, and would boost morale as it did when I was an operator. It protected me and my rights and did not allow management to bully the unfavorable employees.

I urge this body to pass SB 475.