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Patrick Moran - President

**HB 183 - State Personnel - Collective Bargaining - Supervisory and Managerial Employees
POSITION: FAVORABLE**

AFSCME Council 3 supports HB 183. This is enabling collective bargaining legislation for nonconfidential supervisory and managerial employees who work in the executive branch of state government, within the University System of Maryland, and Morgan State University, St. Mary's College of Maryland, and the Baltimore City Community College. This bill does not extend collective bargaining to any state agency or campus that does not already have such rights enabled, it simply removes the "bargaining excluded" status from the nonconfidential supervisory and managerial employees where collective bargaining already exists.

HB 183 is necessary because state law is required to enable collective bargaining for public employees. After collective bargaining rights are enabled, the employees in each respective supervisor and manager unit will need to petition the Labor board to hold an election and certify a collective bargaining representative of their choosing.

Like so many public sector workers in recent years, our members who perform work at the supervisory and managerial levels within state government and higher education are suffering from a lack of resources, inadequate training, and have had to deal with many of the same health and safety concerns brought on by the COVID-19 pandemic. Many of our members maintain their membership when they get promoted because they still have merit status and can get union representation for disciplinary or grievance issues, but they are not covered under collective bargaining. This means they are left voiceless in decisions made around their pay, benefits, and working conditions. Just like all workers deserve collective bargaining rights, our members who are supervisors and managers deserve these same rights too.

There is precedent nationally and in Maryland to grant supervisory and managerial employees collective bargaining rights. AFSCME has organized some combination of supervisors and managers at the state, county, municipal and university levels in numerous states including Connecticut, Michigan, New York, Massachusetts, Washington, New Jersey, California, Minnesota, Hawaii, Rhode Island, Pennsylvania, and Florida. Within Maryland, AFSCME has collective bargaining for some supervisors in Prince George's County, Baltimore City, and Howard County.

For these reasons, we urge the committee to provide a favorable report on HB 183. Thank you.

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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