

Maryland Classified Employees Association, Inc.

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HB 183 – State Personnel – Collective Bargaining – Supervisory and Managerial Employees House Appropriations Committee - January 31, 2023

SUPPORT

Marilyn Miller - Advisory Board President Maryland Classified Employees Association, AFT Local 1935

Chairman Barnes and members of the Committee, thank you for the opportunity to submit testimony in support of House Bill 183. My name is Marilyn Miller, and I am the Advisory Board President of the Maryland Classified Employees Association (MCEA), a statewide union with an 86-year history of advocacy for State employees. MCEA is an exclusive bargaining representative in both higher education and the Maryland Transit Administration, and also counts among its membership supervisors in State service who have been excluded from collective bargaining since that right was given to the majority of the state workforce in 1996. Because this exclusion continues to be an unjust deprivation of these employees' ability to organize and advocate for themselves, I ask for your support.

Public employee “supervisors” do not have the authority to hire, fire, or adjust grievances for their subordinates. In most cases they continue to be responsible for the work product and skillset of the employees they supervise, with their additional supervisory responsibilities merely added on. Yet these workers have long been denied the basic right to a voice in discussing with their employer their own safety concerns, productivity issues, pay and benefits, and other working conditions. This is critically important, and without the right to bargain, supervisors are deprived of a tool enjoyed and relied on by those they supervise.

MCEA has an active and motivated council, Maryland Supervisors for Collective Bargaining Rights, which continues to meet and share information and ideas about how to improve the workplace. Chief among their goals is to lift this arbitrary exclusion of supervisors. These women and men have served the State and risen to be entrusted with supervisory responsibilities – they deserve the same right to self-determination that has been afforded Maryland State employees for over 25 years. **In fairness to these dedicated State employees, I ask for a favorable report on HB 183.**

Affiliated with AFT/AFT-MD/AFL-CIO - Website: mcea.md.aft.org