



Maryland Classified Employees Association

SUPERVISORS UNITED FOR COLLECTIVE BARGAINING

**Written Testimony Submitted to the
Maryland Senate Finance Committee**

SB 298

State Personnel – Collective Bargaining – Supervisory and Managerial Employees

February 26, 2023

SUPPORT

Good afternoon, Chair Griffith and members of the Senate Finance Committee. My name is Olusola Ayoodugbesan, and I am a Correctional Case Management Supervisor at Maryland Correctional Institution (MCIJ), Jessup, Maryland. I have worked in this position for 15 years. I am a member of Supervisors United for Collective Bargaining and the Maryland Classified Employees Association, AFT local 1935. As a state supervisor, currently excluded from the state's collective bargaining law for Maryland employees, I am here today to advocate for HB 183, and ask this committee for a favorable report.

As a case management supervisor, I directly supervise a group of case management specialists, to ensure that work is completed thoroughly, accurately, and in a timely manner consistent with established agency policies and procedures. Part of my duties entails assigning and reviewing the work of others; training of employees; approving leave requests; signing of time cards and signing of annual performance evaluations. I am also responsible for resolving procedural problems within the unit; serving as a spokesperson for subordinates, explaining policies and directives from management and issuing formal disciplinary reminders, warnings and reprimands.

A typical day involves the carrying out of the above listed functions within normal business hours, which in most cases is not enough time to accomplish required tasks. Working over my normal hours is routine, for which I get compensated for comp time only. Some of the difficulties I have to overcome includes working with faulty or outdated equipment, staffing shortages, low morale, amongst others. I have a total of 26 years of state service, 15 of which I have been a supervisor. I got elevated to this role after 11 years as a state employee.

Collective bargaining is needed for my position, to ensure equality and fair employment practices. For example, I have to routinely work mandatorily over my scheduled hours, and get compensation for an hour for an hour, with no option to receive cash payment. But regular employees/subordinates are compensated for one and a half hours, for every comp time worked, with an option for paid comp time. When the state collective bargaining law was introduced and passed over 20 years ago, we as supervisors were erroneously excluded, even though we are state workers and do not hire, fire, promote, or adjust grievances for any state employee. We again call this committee to issue a favorable report for SB 298. Thank you.