



MARYLAND STATE & D.C. AFL-CIO

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**SB 298 - State Personnel - Collective Bargaining - Supervisory and Managerial Employees
Senate Finance Committee
February 16, 2023**

SUPPORT

**Donna S. Edwards
President**

Maryland State and DC AFL-CIO

Madame Chair and members of the Committee, thank you for the opportunity to submit testimony in support of SB 298 as currently written. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of Maryland's 300,000 union members, I offer the following comments.

SB 298 grants collective bargaining rights to supervisory and managerial employees of the state. It creates separate bargaining units for each and clarifies that confidential employees will still remain excluded from these units. It allows the agencies to define through regulations who is defined as supervisors and managers.

The unique history of federal labor law has resulted in many supervisors and managers being denied the benefits of collective bargaining. Supervisors and managers can better prioritize the interests of the public and state when they are covered by a collective bargaining agreement. Union contracts can help promote employee retention, career progression, and professional development leading to a better trained and more stable workforce for the state. By granting supervisors and managers the freedom to choose to unionize, the state is investing in its grassroots leadership that helps state services function.

Outside of the National Labor Relations Act, supervisors and managers have more flexibility to form unions and collectively bargain. The Directors Guild of America, whose members would be considered supervisors under the NLRA, were able to establish their union and collectively bargain with studios to set minimum standards for their industry.

In the public sector, where laws vary from state to state and even county to county, supervisors and managers can be granted the same rights to form unions and collectively bargain. Maryland already has unions with school administrators and supervisors organized as the Association of Supervisory and Administrative School Personnel. A Monthly Labor Review report found a variety of approaches to supervisor and manager collective bargaining. At the time, Connecticut, Louisiana, and New York included supervisors in the same bargaining unit as non-supervisory workers. States like Alaska,



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California, Florida, Maine, Minnesota, Nebraska, New Hampshire, New Jersey, Pennsylvania, and Vermont, created distinct statewide supervisory units.

Collective bargaining can lead to better wages and benefits and the smooth resolution of workplace issues. SB 298 deliberately creates separate bargaining units for supervisors and managers to remove any concerns about undue influence on the unions of non-supervisory workers.

We urge a favorable report for SB 298.