



**Written Testimony Submitted to the  
Maryland Senate Finance Committee  
SB 574 – State Employee Rights and Protections– Personnel Actions and Harassment –  
Complaints  
March 3, 2023**

**FAVORABLE**

Good afternoon Chair Griffith, Vice Chair Klausmeier, and members of the Senate Finance Committee. My name is Felicia Hawkins, Director of Operations for the Maryland Professional Employees Council, AFT Local 6197, the certified collective bargaining agent for professional state employees classified in unit G. MPEC calls for a favorable report to SB 574, the bill that would grant state employees more time to file claims that non merit factors have lead to discrimination at the workplace, as well as allowing for state employees no more than 2 years to be able to file harassment claims against managers in our state's agencies.

This bill will expand the timeframe by which an employee can file a complaint regarding specific employment decisions. More broadly, this bill moves the limit that such complaints can be filed from 30 days to one year. The bill also allows state employees to file complaints of harassment against employers in our state agencies and allows for these complaints to be filed within two years of the occurrence of the harassment.

How someone reacts to a traumatic experience is complicated and sometimes require time that they should be allowed. We saw this when the stories came to light regarding the culture of harassment at DNR- Park Service. Fear, intimidation, and lack of knowledge of the person's rights can prevent victims from reporting incidents within the current 30 day time limit, this bill will increase the time allowed

For these reasons, MPEC again calls for a favorable report to SB 494. Thank you.

