

**Written Testimony Submitted for the Senate Finance Committee Written Testimony Submitted  
for the Senate Finance Committee  
Testimony of Walter Moore, member, AFSCME Maryland  
SB 192 – AN ACT concerning State Personnel – Collective Bargaining – Supervisory Employees  
February 1st, 2024**

**SUPPORT**

Dear Chair Beidle, Vice-Chair Klausmeier, and Members of the Finance Committee:

My name is Walter Moore, and I am a proud member of AFSCME. I ask you that you support SB 192 and collective bargaining rights for supervisors.

I've worked at Springfield Hospital Center for a year and a half as a Security Attending Supervisor after spending over 15 years working for the state. As a supervisor without collective bargaining rights, I see every day how we're impacted by not having a voice and not being able to bargain over our working conditions.

Our worksite at Springfield Hospital Center is 400 acres- it's a lot of ground to cover, and when we don't have enough staff, we are significantly less safe. We don't have cameras in the unit. Depending on if staff have a radio, how close other staff are to them, if a patient pushes the staff into a room- all of that impacts how long an officer might be in a dangerous situation alone, without backup. The stakes are life and death for us.

There have been traumatic attacks while I've been here, even in my two years. I'm a strong guy, but when you see a coworker who's been struck and their face is mangled because they've been hit 20 times, and you're running to reach them from another building, I can't even tell you how that feels. I've seen different and better safety systems at other worksites that we don't have yet at Springfield Hospital Center. We know there are basic safety practices and trainings that will keep officers, staff, and patients safer- but we need to be able to negotiate and bargain for them.

The patients here need our help. These are people the world has written off, but they can change with support. We're here to help them through their traumatic experiences and get them back into the community. But we need to be able to leave work the same way we come in every day, and we need to be able to go home to our families.

Through collective bargaining we can negotiate for higher standards of training and support, we can hold Labor Management Committee meetings to address our issues, and we can improve conditions so we can hire and retain more staff. Without collective bargaining, I don't have a protected voice to advocate for those solutions, and I have no guarantee management will listen to me. For these reasons I ask again that you support SB 192 and collective bargaining rights for supervisors. Thank you.

Walter Moore  
Security Attending Supervisor  
Springfield Hospital Center