

**SB192\_Chris\_Todd\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Chris Todd, 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 Christopher Todd and I am a Field Supervisor in the Department of Probation and Parole, DPSCS at the Reisterstown Plaza Headquarters. I am writing in support of SB 192. Collective bargaining is important to me because if frontline supervisors have a path to formally advocate for ourselves and our teams, we can provide better services to our communities.

I have been an employee with the state for eighteen years, and for much of my career I was in one office where I worked hard, and eventually elevated to the position I hold now. However, some years ago my manager started fostering a toxic work environment that would have been unsustainable for anyone.

It started with assigning more tasks to me, which at first I didn't mind because I'm a hard worker and, like many of us, committed to our mission. Then they started working me out of my classification on a regular basis without proper training or support. Soon after my manager started evaluating me using standards no other supervisors had to live up to. So, to make up for their disapproval I was assigned more work. I felt like I constantly had to prove myself and I was always terrified of the criticism I would face coming into work every day.

I knew something had to be done but there are limited options for supervisors to seek resolution. I tried filing a complaint, but nothing came of it. Eventually I had to put in for a transfer and leave the office I had been committed to for over a decade.

Conversely, with collective bargaining rights frontline supervisors would be able to have a voice in the anti-harassment policies in our offices and how they're held to account. We would be able to form labor/management committees with our upper management to come to resolutions and protect ourselves and our teams from unhealthy working conditions that lead to high turnover and low performance. The dignity of a voice in our treatment means more supervisors will stay in state service and be able to train higher quality workers below us for the benefit of our agencies.

I love the work I do, and I'm happy I have a respectful manager now. I'm asking you to support this bill so that no matter who is in charge, each employee knows they deserve respect when they come to work, and if they're being treated unfairly, they have the support and resources they need through their collective bargaining agreement.

I urge the committee to provide a favorable report on SB 292.

Christopher Todd  
Field Supervisor I  
Division of Probation and Parole, DPSCS

**SB192\_Jenine\_Dyer\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jenine Dyer, 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 Jenine Dyer, and I am a Lieutenant with the Department of Public Safety and Correctional Services. I wanted to let you know what the reality of being a Supervisor for the State of Maryland is. I do my best to live within my means. I keep expenses low, I make frugal choices, and I want to save for emergencies. Even with these proactive steps, I cannot make ends meet. The time commitment of my job is considerably higher than the compensation that is offered for it. And though my challenges are extreme, I worry for my fellow supervisors as well. Even more, I worry for the employees that want to build a career here, who want to move up and make a life for themselves. It once was rewarding to do so, then it became difficult. Today, it is impossible.

We find ourselves in a vicious cycle. Because of understaffing we are forced to work overtime, which is rewarded with compensatory time, which cannot be taken because we are so short staffed. This cycle results in simply longer hours, for less relative pay. It makes the positions unattractive and unsustainable. Most of all, it just makes us feel disrespected. We are the ones with our feet to the floor, every day. We keep the doors open and the lights on. We do the work. All we are asking for is a voice in the work that we do. We are ready to help fix these problems, rather than just throwing in the towel. We can, together, make a state that not only works, but that people want to work in. But we can only do it if this legislation passes. If we are given the right to collectively bargain. If we have your support. Please vote for this bill, and support our Supervisors.

Janine Dyer  
Lieutenant  
DPSCS

**SB192\_Sabra\_Mastalksi\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Sabra Mastalski, 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 Sabra Mastalski and I am a proud member of AFSCME. I ask you to support SB 192. I've worked at the Department of Public Safety and Correctional Services, Parole and Probation, for 12 years.

As a supervisor I want to be able to support my staff and be part of a team improving our workplaces and our state services. Without collective bargaining rights and a protected voice in our workplaces, it is difficult to do that. As supervisors we are often directed to abide by policies or procedures by executive leadership and tasked with trying to get buy-in from field staff when we see gaps in efficiency and practicality in the policies being implemented. Some of these procedures we're asked to implement and enforce are not in alignment and contradict current policies or general orders in place. These conflicts cause stress in the workplace and fosters mistrust between our teams and leadership.

I often feel like my hands are tied and that I have no way to advocate for myself or other supervisors. I'm not able to make decisions about the policies or procedures I'm being asked to enforce, or even have a space to negotiate over them. It makes it difficult to be effective in doing my job. Our only recourse as supervisors is to raise issues through our chain of command, yet again and again we are told to follow the directives being issued, and aren't given the space to join management at the bargaining table and find solutions that work best for our colleagues and ourselves.

If we want to improve workplace culture and morale in our agencies, we as supervisors need to be able to have a protected voice at work and the ability to negotiate over our working conditions and policies. We're ready to be teammates in making our state agencies better, and to do the work that needs to be done to retain staff and address the staffing crisis we're all facing. Please support SB 192 and pass collective bargaining rights for supervisors.

Sabra Mastalski  
Assistant Regional Administrator  
DPSCS Parole and Probation

**SB192\_Samantha\_Barrett\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV



**Written Testimony Submitted for the Senate Finance Committee  
Testimony of Samantha Barrett, 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 Samantha Barrett, and I am an Assistant Regional Administrator in the Division of Parole and Probation.

Not having the ability to bargain as supervisors means that we do not receive adequate compensation as compared to lower ranks in bargaining units. We take on increased responsibility, find ourselves working more hours, for functionally less pay. My home life has suffered as a result. I see my children less and I have less availability to participate in their events. I have not been able to save as much for their college funds, and have less resources for adequately providing for their social and emotional needs as well. The effects of this change linger as well in the form of lower Social Security benefits.

Retention continues to be an issue. In Supervisory positions, low retention leads to increased workloads, as we spend more time training people for the same positions repeatedly. Policy changes and disciplinary actions are brought to us not so a discussion can be had, but so direction can be firmly given. This leaves no flexibility for how to best serve our state, and ends up costing precious time and resources. Overall, it has caused a dramatic drop in morale. Each night when I do return home I am exhausted physically as well as mentally.

These issues do not need to be solved individually. Instead, they should be solved at the bargaining table. And they can be if this bill is passed. We can achieve the same rights as other workers, find similar solutions as they have, and meet our management in a place of respect and dignity. I urge you to make this possible, and I urge you to pass this bill.

Samantha Barrett  
Assistant Regional Administrator  
DPSCS, Parole and Probation

**SB192\_Shaun\_Rutherford\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Shaun Rutherford, 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 Shaun Rutherford, and I am currently a Field Supervisor II with the Department of Public Safety and Correctional Services. I have worked for the state for 20 years and have been a supervisor for 15 years. As supervisors, the work we do is often identical to the work state employees do, only with added responsibility. Because of that, we need to have a seat at the table just like the employees we supervise.

Our work is frequently stressful. Staff looks to us for directions and support, but we often lack a clarity of understanding to be sufficient and effective leaders. The committees that do exist for this purpose are currently insufficient, because they either lack representation for supervisors, or the power to actually affect policy changes. I have watched employees leave, and reject promotions, because of the rights they would lose. Each one of those was a massive loss to the State of Maryland, and I would like to see it stopped.

We are on the front lines, and are asked to enforce policies and procedures created and handed down by the administration. But as it now stands, we have no way to communicate back up the chain of command how these policies affect the state and its workers on the ground. We do not feel that our opinions are valued, that our positions are respected, and that our voices are loud enough to be heard where they need to be. We are asking for a seat to work together with the administration, and our management. We are asking for collaboration. We all want Maryland to be safe, healthy, and a welcoming place to work. We are ready to work with you, for a state we all love.

Shaun Rutherford  
Field Supervisor II  
Aberdeen/Bel Air, DPSCS

**SB192\_Stephanie\_Wade\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Stephanie Wade, 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 Stephanie Wade, and I am a Field Supervisor with DPSCS in the Parole and Probation division. For over twenty years, I have served the state of Maryland as a state worker. I have seen changes come to my department as well as to the state as a whole. I have seen what can happen when employees stand together for positive change, and as a supervisor, I want to do that as well.

I face a number of health and safety issues in my job. Leaks, lack of security, and mold presence have all contributed to low morale. The setting in which you work has a dramatic effect on how you view the work and yourself. It is challenging to feel respected when the climate you find yourself working in is so clearly not. It makes employees less productive, less invested in their work, and less willing to call their job a career. I want to change that, and I want to bring a solution to my colleagues that also want to see positive change here in the state. We can do that through collective bargaining. We can stand together and share the challenges we face, the solutions we need, and the future we want. But we can only do all of that if this legislation passes. So please support SB 192 and give supervisors the rights we deserve.

Stephanie Wade  
Field Supervisor  
Aberdeen, DPSCS

**SB192\_Terron\_Trader\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Terron Trader, 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 Terron Trader, and I am a Correctional Lieutenant with the Department of Public Safety and Correctional Services. I am now in my 23rd year working for the state of Maryland, a career I am proud of. As Supervisors, we face unique challenges in our work, and unique challenges to our professions. Health issues, lack of training, forced overtime, and low retention have eroded the confidence I once had that the state of Maryland offered a promising career. The security and strength that come with our jobs is fundamentally tied to the people we are able to attract. We have a state that works well because we have employees that work well together. As it has become more challenging to keep great workers here, it has become more challenging to make a state that works.

We are not asking for special treatment or extra benefits. We just want the same rights afforded to the employees we supervise. We want a voice in decisions, a seat at the table, and a workplace that shows us the respect we deserve. We can accomplish these things through collective bargaining, which you can ensure we get. I know my work, and I know the people I work with. There is no one better to listen to about these issues than the people that live it day in and day out. Let's formalize that conversation. Let's make sure Maryland isn't a state that used to work well. Let's make sure we keep it a state that does.

Terron Trader  
Correctional Lieutenant  
DPSCS

**SB192\_Todd\_Oppenheim\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV



**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Todd Oppenheim, 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:

Contrary to public opinion, noble jobs do exist in the legal profession. It's hard to beat the work that we do as public defenders though. We serve our state and local communities by functioning as the backbone of the criminal justice system. Judges, prosecutors, and court staff rely on us every day. So do our clients. We represent individuals who cannot afford to pay for an attorney and are facing criminal charges. Our clients are voiceless and marginalized. They face serious consequences. I've been a Public Defender for my entire 20-year legal career. My job can be meaningful, important, impactful, stress inducing, frustrating or draining at any given time. I've experienced this gambit at every level in the Baltimore City office of our agency from neophyte bail review attorney at Central Booking up through trying murder cases in circuit court and currently supervising a team of attorneys and staff. Now, as a leader and supervisor of other employees, I not only feel the impact of the realities of my own clients, tasks, and responsibilities, I'm intimately connected to those of my team. Supervisors are right there on the front lines with line attorneys and staff.

In the OPD, supervisors have had to help our teams endure increased caseloads, limited resources, and a lack of new hire reinforcements. Yet we have no formal direct input with upper-level management on such important issues. Working as a Public Defender seems less like a career and more of a stepping stone job as conditions worsen. Morale is down and folks on the ground seem disconnected from management. Our attorneys and staff recently unionized and achieved collective bargaining, which has given them a seat at the table with management. As a supervisor, I am caught in the middle, wanting to bridge the gap between those that I supervise and those above me. I want the protections and negotiating power that collective bargaining can provide so that I can more effectively work with my team on the ground while pushing the administration to fight for those of us in the trenches. We've already seen small gains from the fully unionized efforts of those that I supervise. Thus, now is the time to give folks on my level the same rights.

Collective bargaining for supervisors will undoubtedly give us a chance at improving our working conditions within the OPD, but the importance of that should not be lost on who, ultimately, will reap the rewards of those changes- our clients. This effort is about improving the OPD for both those who work here and the individuals we represent.

Todd Oppenheim  
Supervising Attorney  
OPD, Baltimore City, Felony Trial Division

**SB192\_Walter\_Moore\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**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

**SB192\_William\_Clayton\_AFSCME\_FAV.pdf**

Uploaded by: Andrew Young

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of William Clayton, 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 William Clayton, and I am a Correctional Officer Lieutenant with the Department of Public Safety and Correctional Services.

Due to employees not having collective bargaining, Line Staff received numerous steps that supervisors did not. For example, I have been an employee of DOC/DPSCS for 23 years and am currently on step 13. A recent hire of only 4 years received recently bargained steps which placed him on step 12. Because of the lack of clarity and fairness around this process, it is difficult to convince employees that it is worth it to become Supervisors. Because we face unique challenges, we need to be able to bargain a contract that reflects the realities of our jobs.

If we are going to feel respected, we have to be treated with respect. That can start at the bargaining table, but first it has to start here, with this legislation. Please support this bill, and help us help the state of Maryland.

William Clayton  
Correctional Officer Lieutenant  
Department Public Safety Correctional Services

# **SB192.pdf**

Uploaded by: Brad Budd

Position: FAV

Good afternoon, Chair Beidle and members of the Senate Finance Committee,

My name is Brad Budd, and I am an MDOT MTA employee who works in the Metro Control Center as a Supervisor. I am a member of Maryland Supervisors for Collective Bargaining Rights and a member of the Maryland Classified Employees Association 1935. As a state employee, currently excluded from the states collective bargaining law for Maryland employees, I am advocating for SB 192 Bill and asking the committee for a favorable report.

I have been working for the State of Maryland for 30 plus years and 20 of those years have been in the role of a supervisor. As a supervisor some of the challenges I face daily is manpower shortages, constant work schedule changes including changing of days off. A stressful environment and medium wages are not conducive to the professional work being performed daily. New employees are being hired at a higher salary wage, less experience and we are asked to train them. As an Employee I would like to see collective bargaining because this can bring about fair wages for all employees, fair schedule selections by employees according to seniority with the state of Maryland and a working relationship with Management and employee.

In Conclusion when 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 HB 192. Thank you.

# 1.31.24 SB 192 Testimony\_FAV.pdf

Uploaded by: Christian Gobel

Position: FAV



**FAVORABLE**  
**Senate Bill 192**  
**State Personnel – Collective Bargaining – Supervisory Employees**

**Senate Finance Committee**  
**February 1, 2024**

**Christian Gobel**  
**Government Relations**

The Maryland State Education Association supports Senate Bill 192. Senate Bill 192 extends collective bargaining rights to non-confidential supervisory employees who work in the executive branch of state government. Upon extending collective bargaining rights to this category of supervisory employees, the employees would need to petition for an election and select a collective bargaining representative of their own choosing.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

This legislation does not impact members of MSEA, however, MSEA strongly supports the extension of collective bargaining rights to these supervisory employees. MSEA represents supervisory and administrative public-school personnel through collective bargaining in Garrett County, Allegany County, Carroll County, Frederick County, St. Mary's County, Somerset County, Dorchester County, Charles County, and Worcester County. Administrative and supervisory employees share common concerns regarding pay, benefits, and working conditions that are well suited to be addressed through collective bargaining negotiations.

Furthermore, there is precedent nationally to grant supervisory employees collective bargaining rights. AFSCME represents supervisors at various levels of government in



a variety of states including Connecticut, Michigan, New York, Massachusetts, Washington, New Jersey, California, Minnesota, Hawaii, Rhode Island, Pennsylvania, and Florida. In Maryland, AFSCME represents certain supervisory employees through collective bargaining in Prince George's County, Baltimore City, and Howard County.

In sum, MSEA believes supervisory employees in state government could greatly benefit from the right to freely choose whether to join a union and collectively bargain for better wages, benefits, and working conditions. Precedent exists here in Maryland, and nationally, that collective bargaining is well suited for supervisory employees.

**We urge the committee to issue a Favorable Report on Senate Bill 192.**

**SB 192\_AFSCME3\_FAV.pdf**

Uploaded by: Denise Gilmore

Position: FAV



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Patrick Moran – President

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**SB 192 - State Personnel – Collective Bargaining – Supervisory Employees  
Finance Committee  
February 1, 2024**

**FAVORABLE**

AFSCME Council 3 supports SB 192. This is enabling collective bargaining legislation for nonconfidential supervisory employees who work in the executive branch of state government. This bill does not extend collective bargaining to any state agency that does not already have such rights enabled, it simply removes the “bargaining excluded” status from the nonconfidential supervisory employees where collective bargaining already exists. SB 192 is necessary because state law is required to enable collective bargaining for state employees. After collective bargaining rights are enabled, the employees assigned by the Department of Budget and Management to the bargaining unit for supervisors (Unit S) will need to petition the Labor board to hold an election and certify a collective bargaining representative of their choosing.

Like so many public sector workers in recent years, our members who perform work at the supervisory level within state government are suffering from a lack of resources, inadequate training, and had to deal with many of the same health and safety concerns during the COVID-19 pandemic. Many of our members maintain their membership when they get promoted because they still have merit status and can get union representation for disciplinary or grievance issues, but they are not covered under collective bargaining. This means they are left voiceless in decisions made around their pay, benefits, and working conditions. There is no legal barrier to granting our hard-working state supervisors the right to collectively bargain, it’s simply a policy decision. Just like all workers deserve collective bargaining rights, our members who are supervisors deserve these same rights too.

There is precedent nationally and in Maryland to grant supervisory employees collective bargaining rights. AFSCME has organized supervisors at the state, county, and municipal levels in numerous states including **Connecticut, Michigan, New York, Massachusetts, Washington, New Jersey, California, Minnesota, Hawaii, Rhode Island, Pennsylvania, and Florida**. Within Maryland, AFSCME has collective bargaining for some supervisors in **Prince George’s County, Baltimore City, and Howard County**.

For these reasons, we urge the committee to provide a favorable report on SB 192. Thank you.

# State of Maryland Collective Bargaining Unit Status Codes:

Source: Department of Budget and Management

A	Labor and trades unit
B	Administrative, technical and clerical unit
C	Regulatory, inspection, and licensure unit
D	Health and human service nonprofessional unit
E	Health care professionals unit
F	Social and human service professionals unit
G	Engineering, scientific, and administrative professionals unit
H	Public safety and security unit
I	Sworn police officers unit
<b>S</b>	<b>Excluded - Supervisor</b>
M	Excluded - Manager
T	Excluded - Agency Head
U	Excluded - Board or commission member
W	Excluded - Student
X	Excluded - Used by agency(s) excluded by exec order
Z	Excluded - Confidential

SB 192/HB 260 enables collective bargaining rights for state supervisors in Bargaining Unit S by removing their bargaining exclusion in state agencies that already have collective bargaining. If passed, supervisors would maintain one unit and negotiate a contract as Unit S employees.

# **SB 192 - Collective Bargaining - Supervisory Emplo**

Uploaded by: Denise Riley

Position: FAV



*A Union of Professionals*  
**AFT-Maryland**

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md.aft.org

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Kenya Campbell  
PRESIDENT

LaBrina Hopkins  
SECRETARY-TREASURER

**Written Testimony Submitted to the Maryland Senate Finance Committee  
SB 192 - State Personnel - Collective Bargaining - Supervisory Employees  
February 1, 2024**

**SUPPORT**

Good afternoon Chair Beidle and members of the Finance Committee. AFT-MD strongly supports SB 192, which will enable collective bargaining for nonconfidential supervisory employees.

This bill is crucial to allow collective bargaining for public employees, it will provide them an avenue to voice their concerns, and negotiate on matters related to pay, benefits, and working conditions.

The current lack of collective bargaining rights has left them without a say in decisions that directly impacts their professional lives. Many of these dedicated individuals face challenges such as resource shortages, inadequate training, and health and safety concerns.

The bill does not extend collective bargaining to new entities but rather removes the "bargaining excluded" status from nonconfidential supervisory employees where collective bargaining already exists.

In conclusion, I urge the committee to provide a favorable report on SB 192, granting collective bargaining rights to supervisory employees is not just a matter of fairness; it is a step toward ensuring a healthier, more productive work environment for these individuals who play vital roles in state government. Thank you.





# **SB 192 - State Personnel - Collective Bargaining -**

Uploaded by: Donna Edwards

Position: FAV



# MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

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*President*

**Donna S. Edwards**

*Secretary-Treasurer*

**Gerald W. Jackson**

**SB 192 - State Personnel - Collective Bargaining - Supervisory Employees  
Senate Finance Committee  
January 31, 2024**

**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 192. 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 192 grants collective bargaining rights to supervisory employees of the state. It creates a separate bargaining unit for supervisors and clarifies that confidential employees will still remain excluded from the unit. It allows the agencies to define through regulations who is defined as a supervisor. Supervisors 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 the freedom to choose to unionize, the state is investing in its grassroots leadership that helps state services function.

In the public sector, where laws vary from state to state and even county to county, supervisors can be granted the same rights to form unions and collectively bargain. For example, the Association of Supervisory and Administrative School Personnel (AFASP) is a union affiliated with the AFL-CIO that represents supervisors and has locals in Maryland. A Monthly Labor Review report found a variety of approaches to supervisor collective bargaining. At the time, Connecticut, Louisiana, and New York included supervisors in the same bargaining unit as non-supervisory workers. States like Alaska, 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. We urge a favorable report for SB 192.

**SB192\_Aisha\_Charles\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Aisha Charles, 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 Aisha Charles, and I am a Lieutenant with the Intelligence and Investigation Department. I have worked for the State of Maryland for 8 years. The issues we face as supervisors are often no different from the issues employees of the state always face- high workloads, low retention, and a lack of training. However, these issues are often compounded at the supervisory level. When officers are not properly trained, it trickles down through entire departments, rather than stopping with the original employee. Additionally, when supervisors are short staffed, it makes it more difficult to create the capacity needed to respond to crises. Thus, crises compound as well.

There should be standardized practices, achieved collectively using the input of staff at every level. Unfortunately, Supervisors are currently unable to give input in this way. Collective bargaining offers a solution to this challenge. But before we can get to the table, we need the help of the legislature. We need to be empowered to fight for our jobs with the same energy that we bring to them. Please vote in favor of SB 192, support supervisors across the state, and help us make Maryland a thriving place to live and work.

Aisha Charles  
Lieutenant  
Savage, Intelligence and Investigation Department

**SB192\_Anthony\_Washington\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Anthony Washington, 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 Anthony Washington, and I am a Field Supervisor with the Division of Parole and Probation at DPSCS. As a supervisor, my top issue is respect, and the way that respect is shown. There are employees that are more highly compensated than I am, despite my position as a supervisor. Those employees also have a stronger voice, through their right to collectively bargain, than I do.

We have lost multiple front line staff and supervisors over the past three years. These staff members have been replaced with less experienced workers that are not being properly trained. As a result, we have lost institutional knowledge. Without collective bargaining, it is hard to have a voice that we know will be heard. There is no ongoing training for supervisors, and the training offered would often require supervisors to pay out of pocket. Supervisors are only allowed five hours of comp time without management approval, despite the fact that our time is often divided among more staff than our position is equipped to handle. All of this has put an enormous strain on my physical and mental well-being.

I second guess my decisions because I do not feel that management will always support me if I have to make a tough decision, nor do I have the rights that would protect me in those instances. It feels that the people I supervise have more of a say in the workplace than I do, are often treated with more respect, and are certainly more empowered. I encourage you to reverse these trends, to grant collective bargaining to supervisors, and to pass this legislation.

Anthony Washington  
Field Supervisor I  
Baltimore, DPSCS, Parole and Probation

**SB192\_Ashley\_Jenkins\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Ashley Jenkins, 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 Lieutenant Ashley Jenkins and I am a proud member of AFSCME. I have worked in the Department of Public Safety and Correctional Services at the Baltimore City Correctional Center for 11 years.

I am here today to speak in support of SB 192, and collective bargaining rights for supervisors. I became a supervisor because I wanted to effect change. I was extremely excited, but that excitement didn't last long once I realized that I had inherited a short-staffing crisis, I was severely overworked, and as a supervisor, my concerns continued to go unheard without collective bargaining rights.

One issue that has impacted me significantly is the loss of work-life balance due to forced overtime due to short-staffing. I am regularly drafted to work mandatory overtime, but as a supervisor I don't receive overtime pay for these extra hours worked.

As a single parent, I am struggling with college tuition and medical bills with no means or opportunity to incur overtime to help with my growing financial obligations. While I would like to get a part time job, it's almost impossible due to the frequent schedule changes and high demands. Without collective bargaining rights and the ability to have input on policies and initiatives to better recruit and retain staff, morale remains low, and people have no incentive to stay in these roles. I see many of my coworkers exiting in high numbers. But the staff coming behind don't have an incentive to want to move up. I even considered taking a voluntary demotion.

Collective bargaining rights for supervisors would allow us the opportunity to bring our concerns to the forefront and be respected, valued, and appreciated. I ask you to please support SB 192 and pass collective bargaining rights for supervisors, as this would give us a voice and allow us the opportunity to have a seat at the table to advocate for change. Thank you.

Ashley Jenkins  
Lieutenant  
DPSCS



**SB192\_Brad\_Noble\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Brad Noble, 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 Brad Noble and I am a proud member of AFSCME. I ask you to support SB 192. I've worked at Maryland Correctional Training Center as a Correctional Dietary Supervisor for 23 years.

As supervisors we understand better than anyone the policies that make for a good workplace and what it will take to keep valuable employees in our state agencies. Better policies also keep frontline staff, both supervisors and the people we oversee, safe and reduce burnout. It weakens morale and employee buy-in to enforce policies we don't believe in or understand, particularly when we work in high demand, high stress positions.

To share just one example, right now I'm required to write an officer up for growing a beard and to enforce discipline against that employee for their appearance. This feels arbitrary, and it doesn't do anything to keep our workplace safer. This kind of discipline isn't a good use of my time as a supervisor, and it contributes to the frustration and disrespect our employees feel. If we want to retain staff, we have to be sensible about what we're doing to build a workplace culture of respect that keeps them here.

Supervisors need the ability to sit at the table with management, through Labor/Management Committees (LMCs), and have an established process by which we lift up issues and find solutions together. LMCs foster a respectful and thoughtful dialogue between frontline staff and those charged with leading institutions to ensure lasting improvements for both management and staff. This process only comes with collective bargaining.

We want to be partners in helping retain and recruit high quality employees to keep our state running at the highest level- but we aren't being empowered to do that without collective bargaining rights. For these reasons, I ask you to please support SB 192.

Brad Noble  
Correctional Dietary Supervisor  
Maryland Correctional Training Center

**SB192\_Brenda\_Lowe\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Brenda Lowe, 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 Brenda Lowe and I work as a Customer Agent Supervisor at the Essex Branch Office of the MVA. I am a proud AFSCME member who has been working for the state of Maryland for 25 years.

As a supervisor, our work doesn't consist of just sitting at a desk. We have to multitask all day long, not only helping management and customer agent 3's and below, but helping customers as well, and doing frontline work. Sometimes you end up doing three things at once. After doing this all day, you then come home to almost the same thing. It can be tiring and have a mental impact on you as well. Thank goodness the benefits are decent.

Within the last month, we've had at least five employees leave our office, and I know of a few more who are planning to try to transfer or leave the organization as a whole because of the poor morale in the office. It can be very stressful, especially if you are short staffed and have a lot of appointments coming in that day. It's frustrating as a supervisor to see what is happening in our agencies, and our offices, and not have a protected voice in bargaining to help advocate for solutions.

After working with the organization for 25 years, I have been accustomed to working with a short staff for years. If a person is not happy in their workplace, you can not help them stay if you have no power to speak up for the changes they need. I would like to be there to help support the employee to the best of my ability, but it's difficult to keep people with our agency when we don't have a means to advocate for our concerns as supervisors, and no guarantee that we will ever see our issues meaningfully addressed.

Supervisors are your front line of defense in this organization. We are the ones who are doing the schedules, making sure customers are getting the proper help that they need in difficult situations, and always putting our best foot forward to assure our agents are being taken care of as well. Without supervisors, the organization would not be where it is today.

Please support SB 192 and enable collective bargaining for supervisors and let us continue to be a part of the solution in our agencies.

Brenda Lowe  
Customer Agent Supervisor  
Essex Branch Office, MVA

**SB192\_Brittany\_Dowdy\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Brittany Dowdy, 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 Brittany Dowdy and I am a Case Manager Specialist Supervisor in the Department of Juvenile Services here in Maryland. When I became a supervisor, I did not stop being a worker. All of the challenges that are present in my life, both economic and personal, did not leave me. Yet many of the rights that I had as an employee did. My mother, who lives with me, continues to need expensive medications, which I cover using my salary from the State. My bills, which continue to rise, place demands on me as well.

Reassignments often come down to us with no place in the process for us to have a voice. With no feedback, issues that could have been solved at a lower level simply compound and expand until they are systemic.

In 2023, my dream job became available, and I applied to be the supervisor of the Western Baltimore County Evening Reporting Center. After the interview, I was notified that I was being offered the position, and my start date was scheduled for March 7, 2023. While there, I felt supported by my supervisor, staff, and the Evening Reporting Center team in Baltimore City. I completed the necessary training and probation. Despite positive reviews from my managers in my position there, I was moved into a different position, with no input from myself. I pride myself on my flexibility, but I lacked the training for this position, and the schedule was very different from what I had originally applied for. With no practices in place, and no way to make my voice heard, I have been left by myself to work through things. It feels like decisions are consistently being made about supervisors without their input. I feel that my flexibility and work ethic have been taken advantage of, rather than rewarded. Collective bargaining would alleviate pressures like this not only for me, but for all supervisors. It would mean we answer to practices, ones that we have a voice in, and that accurately reflect our work. I ask you to support this legislation, to give supervisors the same rights we had as employees, and to stand with us.

Brittany Dowdy  
Case Manager Specialist Supervisor  
BCJJC, DJS

**SB192\_Cristal\_Cooper\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Christal Cooper, 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 Christal Cooper and I am a proud member of AFSCME. I ask you to support SB 192 and collective bargaining rights for supervisors. I've worked as a Customer Agent Supervisor now for 2 years, and while I love what I do, I have been left without a seat at the table.

As supervisors we do not have the ability to negotiate with our employer over our working conditions or workplace policies. We do not have anyone to represent us when decisions are made about our work.

Recently, MDOT funded late hours on Thursday and Saturday. While we want to see state services expanded and improved, we also want a seat at the table to bargain over how these decisions impact us.

Customer Agent Supervisors the ones making sure the agents are closed out at the end of the day. We're the ones then securing state funds and property before we can leave the building every Thursday and Saturday. We are the ones who are ultimately responsible for ensuring adequate coverage at all times.

I often have to decline events from family, have zoom meetings, drive home, skip Bible Study or pray I can get to where I need to be in a timely and safe manner due to my expanded work commitments.

With SB 192, we as supervisors would finally secure collective bargaining rights that would allow us to have a say in workplace policies such as expanded hours, including how our scheduling works, how comp time works, and more. As supervisors we are experts in how our agencies and offices operate, and we should have a recognized and protected voice to weigh in on decisions that shape our work, our services, and our agencies.

For these reasons, I ask you again to please support SB 192. Thank you for your time.

Christal Cooper

Customer Agent Supervisor



**SB192\_Christina\_Ripps\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Christina Ripps, 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 Christina Ripps, and I am a Case Management Supervisor with the Department of Public Safety and Correctional Services. Some of our institutions are aging, and as a result present unique challenges for our employees. Of course, those unique challenges in turn present unique difficulties in terms of supervising those employees. Although many of our employees are compensated at a higher rate than supervisors, we are held to a high standard for being responsible for both their work and our own. Regardless of short staffing, high workloads, and dangerous working conditions, supervisors are expected to problem solve, step in, and lift up our agencies without the ability to negotiate our own retention incentives.

Without a voice or these basic rights, I am not empowered to do what is necessary to keep my employees safe, to keep our institutions working, and to keep myself feeling respected. Whether it is being on call, being given additional stress, or being given responsibilities beyond our job description, we are at the front line of the state. If we want to keep Maryland working, we have to keep people working here. Collective bargaining offers us the opportunity to bring our issues to the forefront, to negotiate over them directly, and to create a strong workplace. We are not asking for special treatment. We are asking for the same protections for the same risk. Finally, we are asking you to pass this bill.

Christina Ripps  
Case Management Supervisor  
Patuxent, DPSCS

**SB192\_Doyle\_Ham\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Doyle Ham, 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 Doyle Ham, and I am a Acting Correctional Maintenance Officer Manager with the Department of Public Safety and Correctional Services. I have worked for the State of Maryland for 30 years, my entire career. Even though I have achieved a high level of seniority, in my position as a supervisor, I do not feel that I am treated as well as I would have hoped. Because the facility I work out of is a 24-hour facility, I am almost always on call. This presents a constant threat to the time I have set aside for my family, and for my life outside of work.

As a Supervisor, I am often expected to go above and beyond, and often do. But though I do my best to meet the demands made of me, I feel as though that effort is not matched when it comes to the things I need to succeed in my work. I am tasked with supervising Contractors, but my authority is often questioned, or outright ignored. Without the proper authority, it is not possible for me to live up to the standard I have set for myself in my job, nor is it possible for me to do the work the State of Maryland deserves.

Supervisors are front-line workers, and we are often the first call in an emergency situation. But as supervisors, we lack the voice to advocate for ourselves effectively. Though we always answer the calls, we have no way of engaging in a meaningful dialogue with our employer. We deserve respect, dignity, and a seat at the table. SB 192 gives us these things, and builds a path by which we can address future issues as well. I encourage you to support this legislation, and by doing so, to support the supervisors across this state.

Doyle Ham  
Acting Correctional Maintenance Officer Manager  
Metropolitan Transitional Center, DPSCS

**SB192\_Echaunda\_Fleming\_AFSCME\_FAV.pdf**

Uploaded by: Erin Riordan

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Echaunda Fleming, 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 Echaunda Fleming, and I am a Correctional Officer Lieutenant with the Department of Public Safety and Correctional Services.

Our working conditions are often challenging. We are forced to work in a facility without fresh air. The air is recycled through the facility. We as supervisors are not appreciated. Rather, we are taken advantage of, and our generosity is often punished. Workloads are tedious and overfilled. I am serving in multiple capacities most days.

Because of the extra stress put on me, both financially and physically, I am unable to meet the challenges required of me. These issues have left me reconsidering each choice I make to the point that I am making critical life decisions at the gas station. I am trying to put my family in a place where we can live comfortably and have something in the bank just in case issues arise. I'm tired of trying to decide whether I cook at home or eat at a state facility. I'm tired of giving my all for the state and still making what a new officer makes. I am, more than anything, tired of feeling like I have no recourse.

We are required to set an example for how employees of the state should work. Yet, though we are required to be the gold standard, we are not afforded the standard rights of a state employee. This legislation would resolve that. Pass this legislation, make the way this state treats supervisors the gold standard for how a state can treat its workers.

Echaunda Fleming  
Correctional Officer Lieutenant  
DPSCS

**SB192\_Jacqueline\_Eversley\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jacqueline Eversley, 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 Jacqueline Eversley, and I am an Intake Supervisor with the Office of The Public Defenders in Baltimore County. In the nearly 13 years that I have worked for the State of Maryland, I have watched administrations change, coworkers come and go, and seismic shifts across the landscape of my job. There was once a time that working for the State would bring jealousy from friends and family. It was synonymous with good pay, great benefits, and a secure future. But over the last ten years, as I have progressed in my career, this has become less and less true.

As the cost of living has ballooned in the state of Maryland, employees below me in the hierarchy have been able to collectively bargain for their positions, ensuring that the experience and expertise they bring to their positions is met with commensurate treatment and respect. As a supervisor, I lack this right. I lack this path, and as a result, my voice is often unheard in the places I need it to be heard the most. Today, when I let people know that I work for the State, they often ask If I know about more competitive positions in the private sector.

This troubles me for myself and my family, who have sacrificed time with each other for the sake of my job. But it also troubles me deeply for the state that I have dedicated over a decade of my life to. It makes it challenging to attract new workers into the positions we desperately need to fill. Then, it makes it difficult to keep them there. High turnover and low retention are not just problems on paper, they affect morale as well. Without proper resources and training, myself and my fellow supervisors are left guessing as to the standards we will be held to and the responsibilities we will answer for. The best way to solve these issues is through collective bargaining, because that is the only way we get a seat at the table, a voice in the process, and the respect we deserve. Please support SB 192 and enable collective bargaining for supervisors.

Jacqueline Eversley  
Intake Supervisor  
Baltimore County, OPD



**SB192\_Jahann\_Mentis-Williams\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jahann Mentis-Williams, 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 Jahann Mentis-Williams, and I am a Medical Care Program Associate Supervisor with the Maryland Department of Health. Staff are the most critical resource we have when it comes to the functionality and operational capacity of our agencies. This is especially true of the Department of Health, where frontline workers form the heart and soul of our day to day operations. Unfortunately, we continue to face a staffing shortage, a crisis exacerbated by the fact that it is increasingly difficult to retain supervisors or attract new talent into those positions. The reasons for this are multiple. As supervisors, we are the first to be called on in cases of emergency, but often last to be asked for our opinion when it comes to advocating for our positions. Because we lack legislation that enables collective bargaining, we are unable to come together and speak as a unified voice. As a result, we are isolated from our fellow supervisors, as well as from the employees we supervise.

All of these issues serve to make the positions undesirable to the people we desperately need to fill them. Before we can answer the question of how to adequately bring in new staff, we have to figure out how to treat the staff already here working so they want to stay here. That answer begins with this legislation, which empowers supervisors in the same way the employees they supervise are empowered. It brings us to the table, gives us a voice, and shows us the respect we deserve. I urge you to support SB 192. I urge you to vote for this critical piece of legislation, and I urge you to show supervisors that our positions are more than just a change in title.

Jahann Mentis-Williams  
Medical Care Program Associate Supervisor  
Anne Arundel Community Health Administration, MDH

**SB192\_Jamie\_Brown\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jamie Brown, 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 Jamie Brown, and I am a Correctional Officer Lieutenant with the Department of Public Safety and Correctional Services. This is my 15th year with the State of Maryland. Things are, at present, not going well. There is of course the issue of mandatory overtime, which I am sure you are well aware of. Despite being called in to work extra hours frequently, we cannot be compensated for them. We cannot take extra jobs because of the uncertain hours, leaving us with less time, and functionally lower pay.

The supervisors are at the intersection of all decisions going up and down the chain of command. Supervisors are working daily under a short-staffing crisis that continues to worsen. Often, we don't have a relief that comes in for us, and we are trapped doing the tasks of 2 supervisors. We are also often forced to stay late and come in early when emergencies take place in the institution. We earn compensatory time for these events, but are prevented from using it because of the staffing crisis. The conditions of the institutions are causing health issues for everyone, not just the people we serve, but the very people that serve them.

Supporting this bill makes sure that the frontline workers who keep our institutions functioning are capable of functioning themselves. We deserve respect, dignity, and a job that keeps us safe. Help us win those things, help us be better at work, and help us keep our state running.

Jamie Brown  
Lieutenant  
DPSCS

**SB192\_Jeremy\_Riga\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jeremy Riga, 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 Jeremy Riga and I am a proud member of AFSCME. I ask you to support SB 192. I work at the Department of Social Services as a Family Investment Specialist Supervisor.

Currently as a supervisor we wear many hats. We do frontline work alongside our staff in the state bargaining unit, and we do supervisory work in our offices and agencies.

I often feel overwhelmed and under-resourced in my role as a supervisor. When I was promoted into my position, I wasn't given any formal training on my new responsibilities or in best practices on how to supervise my staff. Instead I have had to adapt as situations arise and learn from coworkers and available managers who took time and resources to ensure I knew how best to succeed in my role. Unfortunately we cannot rely on the spare generosity of co workers to support us. We have to create consistent and formal standards for training.

SB 192 would solve this problem, because we would be able to bargain for the support we need to do our supervisory work well. Being able to negotiate over things like our onboarding, training, and other support wouldn't just improve our working conditions as supervisors, it would improve the functioning of our agencies and offices as well.

We know that the state is in a staffing crisis and that retention in our agencies needs to be improved. We as supervisors are extremely well-positioned to help tackle the retention crisis and we know we'll be more empowered to do so with full collective bargaining rights. Being able to bargain over the support we need to succeed as supervisors and the working conditions to improve our agencies is crucial to addressing the retention crisis head-on. Supervisors are ready to do our part. We need your support. We need collective bargaining rights.

For these reasons, I ask you again to please support SB 192. Thank you for your time.

Jeremy Riga  
Family Investment Specialist Supervisor  
DSS

**SB192\_Jeremy\_Smith\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Jeremy Smith, 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 Jeremy Smith and I have worked for the state of Maryland for nearly 16 years. Currently I serve as a Lieutenant with the Eastern Correctional Institute. Today I am writing in support of SB 192, which would grant collective bargaining to supervisors across the state.

As a frontline worker and supervisor I've watched the state go through a variety of challenges. In the current state of things, supervisors work alongside other state employees, sharing responsibilities and often shouldering extra burdens in our role as supervisors. Yet we lack the same seat at the table that has been afforded to those employees. That seat has proven integral to achieving fair and equitable treatment on the job and supervisors deserve that same treatment as well.

Often we take initiative to cover for shortages in staffing for the safety and wellbeing of all, but when we do we are not protected by the same rights the employees we are covering for have. Whether it be unique comp time restrictions, health and safety issues, or even addressing the very staff shortage issues that drew us away from our families in the first place, there are many aspects of our work we could improve through bargaining, and as supervisors we're ready to work with the state to identify solutions.

We do the same work, often with twice the responsibility, but never with the voice afforded to others in those positions. For these reasons, I urge you to support the collective bargaining legislation before you that would allow supervisors to engage in the same processes that protect the rights, working conditions, and safety guarantees that are afforded to everyone else. Fundamentally, this is a question of fairness, and one that can be resolved by making a simple change to the law. I urge you to support this legislation, not only for the good of supervisors around the state, but for the state of Maryland itself.

Jeremy Smith  
Lieutenant  
Eastern Correctional Institute, DPSCS



**SB192\_Kendi\_Burns\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Kendi Burns, 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 Kendi Burns, and I am a Correctional Dietary Supervisor with the Department of Public Safety and Corrections. In my 20 years with the State, I have learned that more than anything, it is respect that keeps people in a job. That respect can be shown in a variety of ways, but more often than not, it is only given when there is a strong, open dialogue. In the absence of Collective Bargaining, that dialogue is not only lacking strength, in most workplaces it does not exist at all. What we are now facing is a decreasing retention rate and rapidly accelerating resignations.

The problem with retention, as I'm sure you know, is that it forms a cascading crisis. As we lose critical employees, the employees we do have are increasingly overworked, resulting in further increased resignations. The cycle continues until the infrastructure that keeps our state safe and functioning is no longer up to the task. We have not reached that point, but we have reached the point where we must address the crisis head on. In the case of State Employees, some of these burdens have been able to be eased, or at least allocated fairly, within the confines of Collective Bargaining. Supervisors, of course, lack this right. This simple legislation would expand that right to workers in Maryland that do just as much as everyone else to keep the State working, and would help us feel respected, heard, and seen in the jobs we do every day. Please support SB 192. Please support Maryland state supervisors.

Kendi Burns  
Correctional Dietary Supervisor  
Patuxent, DPSCS

**SB192\_Mandy\_Feathers\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Mandy Feathers, 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 Mandy Feathers and I am a proud member of AFSCME. I ask you to support bill SB 192. I've worked as a supervisor at the Maryland Department of Transportation MVA Parkville Office for 18 years.

When our agencies face higher workloads and understaffing, supervisors are often the solution. My office typically has 3 supervisors, but recently, one of them received a promotion to an Assistant Manager position, and the other is working part time while back in school. We haven't been able to staff our office with the appropriate level of supervisors since these changes, and I often feel everything is put on me as the sole supervisor left in my office. The stress of the position is substantial, and we need to be able to hire more supervisors quickly. Especially with the spike in drivers license renewals that is coming up soon, we know this is only going to get worse, not better.

It makes me feel very overwhelmed, upset, stressed out and overworked. When I leave work I take all that home with me, which I know I shouldn't but it puts me in a bad mood, which is not fair to my husband and my children. It's difficult to maintain my happiness and life satisfaction in the midst of this workplace stress. On top of all of that, I am struggling to pay for daycare for my 2 year old since the cost of childcare is consistently rising, and supervisors have no way to negotiate a path to keep up. Not having a seat at the table and a formal process to negotiate and plan for our families' futures puts supervisors further back.

It's crucial to have higher leadership in our agencies hear from us as supervisors on the frontline, and for us to be able to share with them the perspective of how issues are causing problems and how we feel they could be fixed. We can do this through collective bargaining and through the power to negotiate over our working conditions.

We need to be able to stand up for ourselves, our rights and what we deserve. For these reasons I ask you to please support SB 192.

Mandy Feathers  
Supervisor  
MDOT MVA Parkville Office

**SB192\_Michael\_Boateng\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Michael Boateng, 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 Michael Boateng, and I am a Developmental Disability Associate Assistant Manager with the Maryland Department of Health. I am now in my second year working for the state. Since starting here a year and a half ago, I have noticed a troubling drop in morale among supervisors that I believe stems from a critical lack of fair treatment as it relates to our positions. As supervisors, we are tasked with ensuring that state operations are functional and efficient, and in this mission we stand side by side with state employees all over Maryland.

However, though we work side by side in the Department of Health, we are not able to sit side by side at the bargaining table. Because Supervisors lack collective bargaining rights, we are unable to ensure that the wages, hours, and working conditions that we are given are equivalent to the support we bring to our teams. We are seeking fair representation at the table to ensure fair treatment on our jobs. For this reason, I ask you to support SB 192, and the supervisors of the state of Maryland.

Michael Boateng  
Developmental Disability Associate Assistant Manager  
Maryland Department of Health

**SB192\_Nyesha\_Campbell\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Nyesha Campbell, 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 Nyesha Campbell, and I work as a DDA Supervisor with the Maryland Department of Health. In my six years working for the State of Maryland, I have had the opportunity to do my job alongside a fantastic group of talented coworkers. At all levels, the staff of the Department of Health are doing their best to make sure our state remains healthy and successful well into the future. But as a Supervisor, my coworkers and I have faced unique challenges. Uneven distribution of compensation and work practices has resulted in a confusing system that leaves many of us feeling undervalued, overworked, and abandoned by the very state that we call home. I have personally sacrificed doctor's appointments, time with my family, and other personal events to ensure that I retain my position with the State. I have done these things with no recourse through collective bargaining, a right guaranteed to state employees that I work alongside each day.

The result is a tiered system, where supervisors receive titles that place them higher in the hierarchy, but functionally lower when it comes to having a voice in the workplace. We are not asking for a higher placement than anyone else. Rather, we are seeking equitable treatment at our jobs and the right to collectively bargain on behalf of ourselves and our supervisor coworkers. Retention has proven a growing challenge for the state, especially when it comes to supervisory positions. Collective bargaining seeks to alleviate this pressure, not only by allowing supervisors to negotiate their wages, hours, and working conditions directly with their employer, but also by making us feel respected at the jobs we care so deeply for. Where people feel respected, they are willing to invest, and when they invest, they stay.

We are the heart of the State of Maryland, and this bill guarantees that we can continue serving in that role for decades to come. Let us work together, like we do everyday, to ensure a Maryland that works for all of us. Please support SB 192, and enable collective bargaining for Supervisors.

Nyesha Campbell  
DDA Supervisor  
Potomac Center, MDH



**SB192\_Patricia\_Williams\_AFSCME\_FAV.pdf**

Uploaded by: Felipe Gonzalez

Position: FAV

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Patricia Williams, 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 Patricia Williams and I am a dietary supervisor with the Department of Public Safety and Correctional Services. I love my career, but I am left with an impossible choice. I am now at a point where I may have to seek other employment options or I won't be able to afford my monthly expenses. I would like to be paid for my time, rather than being given compensatory time that I am not allowed to take due to short staffing.

I have brought this up to managers, as I know countless other supervisors have as well. But even if they are empowered to fix my situation, they are not empowered to do anything for others. We need standardized solutions, and institutional change.

We can accomplish these things with Collective bargaining. But we need your help to get there. We need you to support passage of this legislation, and help us get to the table. We deserve respect and fairness, so I am asking you for it directly.

Patricia Williams  
Dietary Supervisor  
DPSCS

# **240130\_SB0192\_State Personnel - Collective Bargain**

Uploaded by: Sonny Holding

Position: FAV



January 30, 2024

The Honorable Pamela Beidle  
Chair, Finance Committee  
3 East, Miller Senate Office Building  
Annapolis, Maryland 21401

The Honorable Katherine Klausmeier  
Vice Chair, Finance Committee  
3 East, Miller Senate Office Building  
Annapolis, Maryland 21401

Dear Chair Beidle and Vice Chair Klausmeier,

I would like to express my full support for *Senate Bill 192 - State Personnel - Collective Bargaining - Supervisory Employees*.

Unions are the backbone of the American workforce. Studies have shown that the unionization of a workforce directly leads to higher wages, decreased income inequality, smaller wage gaps, and a more diverse workforce. Additionally, the benefits that workers derive from their union membership lead to a healthier community as those benefits, like health insurance, are typically better quality and more accessible to employees whose workplace has an established union. Unions are able to fight for better conditions because of their power in numbers, and every worker in this country deserves the chance to bargain as a collective unit.

SB192 will expand the right to collective bargaining to certain supervisory State employees who have not had this right in the past. Every union, whether they are made up of librarians, firefighters, State employees, or university employees, deserves the right to wield their collective weight when negotiating for better working conditions, and it is time for supervisory employees to enjoy these same rights.

I strongly urge this committee to give *Senate Bill 192 - State Personnel - Collective Bargaining - Supervisory Employees* the highest consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "David Trone".

David Trone  
Member of Congress

# **SMCM SB192 INFO Testimony.pdf**

Uploaded by: Brandon Engle

Position: INFO

**Senate Bill 192 / House Bill 260**  
**State Personnel - Collective Bargaining - Supervisory Employees**  
**Senate Finance Committee / House Appropriations Committee**  
**February 1st, 2024 / January 30th, 2024**

**Letter of Information**

Chair Beidle, Vice Chair Klausmeier, and members of the Senate Finance Committee, thank you for the opportunity to share St. Mary's College of Maryland's analysis of Senate Bill 192.

In general, this bill extends collective bargaining rights to certain supervisory state employees, and requires that supervisory state employees who are not confidential employees have separate bargaining rights. In our assessment, this bill would materially and substantially expand collective bargaining rights by removing existing statutory exclusions in conflict with generally accepted labor relations principles and processes at both the state and federal level.

Currently, St. Mary's College of Maryland's collective bargaining process is outlined by the State Personnel and Pensions Article Title 3, which includes an exclusion for "supervisory, managerial, or confidential employees of a state institution of higher education." We have dutifully followed these exclusions for several decades based on the mutual understanding that including employees with supervisory or decision-making responsibilities in collective bargaining negotiations may result in challenges regarding issues pertaining to managerial decisions. Further, including supervisory employees in the collective bargaining process would conflict with decades of well-established state and federal precedent in the labor relations space.

St. Mary's College of Maryland has traditionally enjoyed a productive and collaborative relationship with our employees and collective bargaining units. However, supervisory employees at St. Mary's College of Maryland have significant authority over other employees – including the ability to hire, reward, discipline, or discharge an employee in the process of advancing managerial priorities – and these responsibilities may create a conflict of interest during the collective bargaining process. Thank you for your consideration and continued support of St. Mary's College of Maryland.



Tuajuanda C. Jordan, PhD  
President

**SB192 Letter of information 1.30.24 Final.pdf**

Uploaded by: Laura Vykol-Gray

Position: INFO



**Maryland**

DEPARTMENT OF BUDGET  
AND MANAGEMENT

WES MOORE  
*Governor*

ARUNA MILLER  
*Lieutenant Governor*

HELENE GRADY  
*Secretary*

MARC L. NICOLE  
*Deputy Secretary*

## **SENATE BILL 192 State Personnel – Collective Bargaining – Supervisory Employees**

### **STATEMENT OF INFORMATION**

**DATE: January 30, 2024**

**COMMITTEE: House Appropriations**

**SUMMARY OF BILL:** Senate Bill 192 provides collective bargaining rights to supervisory employees covered under the State Personnel and Pensions Article §3-102, excluding higher education supervisors and supervisory employees of the Office of the Public Defender. The legislation further requires that these employees have separate bargaining units. This change would give collective bargaining rights to approximately 3,900 supervisors in the State Personnel Management System (SPMS) and 1,400 in the Maryland Department of Transportation (MDOT).

**EXPLANATION:** Although the National Labor Relations Act (NLRA) does not apply to State employees, it is often looked to as the persuasive authority. The NLRA specifically excludes supervisors from its definition of employees who have collective bargaining rights, particularly if a supervisor is represented by the same exclusive representative as an employee. Additionally, granting supervisors collective bargaining rights may create a divide between supervisors and managerial employees.

This legislation will have an operational and fiscal impact on the Department of Budget and Management (DBM) due to an increase in potential grievances and additional negotiations with a new bargaining unit. State agencies will also likely need more staff to handle additional grievances.

**For additional information, contact Laura Vykol-Gray at  
(410) 260-6371 or [laura.vykol@maryland.gov](mailto:laura.vykol@maryland.gov)**