

**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