

**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  
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