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**Written Testimony Submitted to the Maryland Senate Finance Committee
SB 192 - State Personnel - Collective Bargaining - Supervisory Employees
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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.

