



MARYLAND STATE & D.C. AFL-CIO

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**SB 133 - State Employee Rights and Protections - Personnel Actions and Harassment -
Investigation of Complaints
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 133. 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.

State employees deserve thorough investigations of their harassment complaints. SB 133 expands the period of time that the state can use to conduct its investigations and issue its findings in writing from 30 days to 60 days. SB 133 even provides the opportunity for a further extension with the permission of the employee or applicant. This additional time will hopefully provide investigators with the time they need to conduct full investigations.

Workplaces should have zero tolerance for harassment. Workers deserve to feel safe when they are at work. The current 30 day requirement for completing investigations may limit the investigations. The Maryland State and DC AFL-CIO maintains our own Code of Conduct that gets read before all meetings.

We encourage the committee to issue a favorable report.