



# MARYLAND STATE & D.C. AFL-CIO

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**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.