



SB994: Maryland Predictable Scheduling Act

**Testimony of Caroline Easley Brooks before the
Hearing of the Senate Finance Committee, March 12, 2024
Position: FAVORABLE**

Good afternoon Chairwoman Beidle and members of the Senate Finance committee. My name is Caroline Easley Brooks. I am a worker at the Orioles Team Store at Camden Yards, run by Fanatics. I have worked at Camden Yards in the team store for seven years. I am proud to represent our team and our city to the thousands of fans who visit Camden Yards every year. For most of that time, through two different Union operators, I had a set schedule every week, year-round, working more than thirty hours per week.

Just before the 2023 season, the Orioles gave Fanatics the contract to run the team store. In bargaining, we asked Fanatics to continue to schedule us for full time hours and let us bid on fixed schedules in seniority order. Fanatics has refused. They have told us many times in bargaining that their business model does not include full-time work, even though the team store is open five or sometimes six days a week, six hours a day. Now the Company changes the schedule every week. Some weeks, I work four days a week. Some weeks only three.

To make up for the money that I have lost because of the inconsistent scheduling at Fanatics, I have had to start a second job working events at the Baltimore Convention Center. At Convention Center, my schedule is unpredictable. I often must wait on my schedule from the Convention Center to let Fanatics know when I can work or on my schedule from Fanatics to let the convention center know when I can work. Sometimes I miss out on events that I could have worked at one job or the other because I don't have my schedule in time to let the other job know.

SB 994 would create life changing stability for thousands of hospitality workers like me. For this reason, we urge you to give SB 994 a favorable report.