

**Written Testimony Submitted for the Senate Finance Committee  
Testimony of Echaunda Fleming, 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 Echaunda Fleming, and I am a Correctional Officer Lieutenant with the Department of Public Safety and Correctional Services.

Our working conditions are often challenging. We are forced to work in a facility without fresh air. The air is recycled through the facility. We as supervisors are not appreciated. Rather, we are taken advantage of, and our generosity is often punished. Workloads are tedious and overfilled. I am serving in multiple capacities most days.

Because of the extra stress put on me, both financially and physically, I am unable to meet the challenges required of me. These issues have left me reconsidering each choice I make to the point that I am making critical life decisions at the gas station. I am trying to put my family in a place where we can live comfortably and have something in the bank just in case issues arise. I'm tired of trying to decide whether I cook at home or eat at a state facility. I'm tired of giving my all for the state and still making what a new officer makes. I am, more than anything, tired of feeling like I have no recourse.

We are required to set an example for how employees of the state should work. Yet, though we are required to be the gold standard, we are not afforded the standard rights of a state employee. This legislation would resolve that. Pass this legislation, make the way this state treats supervisors the gold standard for how a state can treat its workers.

Echaunda Fleming  
Correctional Officer Lieutenant  
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