

Written Testimony Submitted for the Senate Finance Committee
Testimony of Aisha Charles, 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 Aisha Charles, and I am a Lieutenant with the Intelligence and Investigation Department. I have worked for the State of Maryland for 8 years. The issues we face as supervisors are often no different from the issues employees of the state always face- high workloads, low retention, and a lack of training. However, these issues are often compounded at the supervisory level. When officers are not properly trained, it trickles down through entire departments, rather than stopping with the original employee. Additionally, when supervisors are short staffed, it makes it more difficult to create the capacity needed to respond to crises. Thus, crises compound as well.

There should be standardized practices, achieved collectively using the input of staff at every level. Unfortunately, Supervisors are currently unable to give input in this way. Collective bargaining offers a solution to this challenge. But before we can get to the table, we need the help of the legislature. We need to be empowered to fight for our jobs with the same energy that we bring to them. Please vote in favor of SB 192, support supervisors across the state, and help us make Maryland a thriving place to live and work.

Aisha Charles
Lieutenant
Savage, Intelligence and Investigation Department