

Written Testimony Submitted for the Senate Finance Committee
Testimony of Christina Ripps, 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 Christina Ripps, and I am a Case Management Supervisor with the Department of Public Safety and Correctional Services. Some of our institutions are aging, and as a result present unique challenges for our employees. Of course, those unique challenges in turn present unique difficulties in terms of supervising those employees. Although many of our employees are compensated at a higher rate than supervisors, we are held to a high standard for being responsible for both their work and our own. Regardless of short staffing, high workloads, and dangerous working conditions, supervisors are expected to problem solve, step in, and lift up our agencies without the ability to negotiate our own retention incentives.

Without a voice or these basic rights, I am not empowered to do what is necessary to keep my employees safe, to keep our institutions working, and to keep myself feeling respected. Whether it is being on call, being given additional stress, or being given responsibilities beyond our job description, we are at the front line of the state. If we want to keep Maryland working, we have to keep people working here. Collective bargaining offers us the opportunity to bring our issues to the forefront, to negotiate over them directly, and to create a strong workplace. We are not asking for special treatment. We are asking for the same protections for the same risk. Finally, we are asking you to pass this bill.

Christina Ripps
Case Management Supervisor
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