

**Written Testimony Submitted for the Senate Finance Committee**  
**Testimony of Ashley Jenkins, 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 Lieutenant Ashley Jenkins and I am a proud member of AFSCME. I have worked in the Department of Public Safety and Correctional Services at the Baltimore City Correctional Center for 11 years.

I am here today to speak in support of SB 192, and collective bargaining rights for supervisors. I became a supervisor because I wanted to effect change. I was extremely excited, but that excitement didn't last long once I realized that I had inherited a short-staffing crisis, I was severely overworked, and as a supervisor, my concerns continued to go unheard without collective bargaining rights.

One issue that has impacted me significantly is the loss of work-life balance due to forced overtime due to short-staffing. I am regularly drafted to work mandatory overtime, but as a supervisor I don't receive overtime pay for these extra hours worked.

As a single parent, I am struggling with college tuition and medical bills with no means or opportunity to incur overtime to help with my growing financial obligations. While I would like to get a part time job, it's almost impossible due to the frequent schedule changes and high demands. Without collective bargaining rights and the ability to have input on policies and initiatives to better recruit and retain staff, morale remains low, and people have no incentive to stay in these roles. I see many of my coworkers exiting in high numbers. But the staff coming behind don't have an incentive to want to move up. I even considered taking a voluntary demotion.

Collective bargaining rights for supervisors would allow us the opportunity to bring our concerns to the forefront and be respected, valued, and appreciated. I ask you to please support SB 192 and pass collective bargaining rights for supervisors, as this would give us a voice and allow us the opportunity to have a seat at the table to advocate for change. Thank you.

Ashley Jenkins  
Lieutenant  
DPSCS