

To the Senate Finance committee, Senator Hettleman. Thank you for allowing me to speak on SB914. My name is Anita Bass and I am the local president for the IAM Machinist Local 4538 which Baltimore County Public Library workers are part of and I also work at the Essex Library branch in the circulation department.

I am here in support of SB 914 because it will enable Baltimore County Public Library supervisors and managers if they so choose to unionize. When the Library Workers Empowerment Act was passed Baltimore County Public Library workers were not part of that bill because we already had our law and our union. Since the Library Workers Empowerment Act (LWEA) became law BCPL library managers & supervisors are now requesting that they are included. Supervisors and managers should have the same rights to unionize as non-supervisory staff. Supervisors still have concerns with working conditions and wages.

Another concern that non-supervisory staff have is that when they are promoted to a supervisory position they are promoted out of the union and they lose that protection of the union. SB914 would keep that protection for them. All managers and supervisors on the mid-level are eligible because their job descriptions are aligned with the supervisory job descriptions which fits the same language that is in SB914.

BCPL managers/supervisors are not involved in negotiations and are not considered confidential employees under the library workers empowerment act. So, that would not exclude them from being part of SB914. Staff members who can be in the union that are part of the supervisory unit the LWEA law defines supervisors as employees with the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline employees. They can also address and resolve employee grievances. That is what the library workers empowerment act states and that is why the BCPL Library managers and supervisors would like to be able to choose to unionize. This does not make them Union, this is only to give them a choice.

I'd like to thank you for your support for SB914 and thank you for giving me the time to speak.