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Patrick Moran – President

SB 1046 – Correctional Officers - Body-Worn Digital Recording Devices
Judicial Proceedings Committee
April 2, 2025

Position: FAVORABLE WITH AMENDMENTS

AFSCME Maryland represents 50,000 state, county, and municipal employees, including correctional officers and parole and probation agents within the Department of Public Safety and Correctional Services (DPSCS). SB 1046 authorizes the use of body-worn cameras for our parole and probation agents, a proposal our Parole and Probation Local fully supports. For years, our members have advocated for additional communication devices while conducting home visits in the field. Tragically, last May, Agent Davis Martinez was killed during a home visit while working alone, without backup, and without a means to communicate his danger. Our members are hopeful that, if implemented properly, body-worn cameras will provide an additional layer of security and oversight during these high-risk community visits.

We appreciate the sponsors for bringing this legislation forward. Another bill, The Davis Martinez Act (HB 176/SB 26), was amended in the Appropriations Committee to include body-worn camera authorization language. We request that the committee work with us to ensure that SB 1046 conforms with the committee amendments on the Davis Martinez Act. To do so, SB 1046 needs to take the following amendments:

Requested Amendments to SB 1046:

Pg. 4: Strike (14), lines 8-9 in their entirety.

Reason: Policies on the implementation of body-worn cameras are a mandatory subject of bargaining. The consequences for failing to adhere policy are already contained in our collective bargaining agreement.

Pg. 4: Strike (18), lines 18-20 in their entirety.

Reason: Policies on the implementation of body-worn cameras are a mandatory subject of bargaining. An administrative body like the training commission should not be able to impose administrative changes without an opportunity for represented and impacted employees to bargain changes.

Pg. 5: Strike (D), lines 5-6 in their entirety.

Reason: Policies on the implementation of body-worn cameras are a mandatory subject of bargaining. This language contradicts what has already been established in the collective bargaining agreement (CBA) with AFSCME and the State of Maryland.

When implementing body-worn cameras, we believe it is essential to first negotiate a pilot program to address any potential issues before expanding the technology statewide. We are fully prepared to engage in negotiations for a pilot program and, subsequently, a comprehensive agreement with the DPSCS and its Division of Parole and Probation. To that end, we have prepared a side letter outlining this proposal, which remains unsigned by the DPSCS – see enclosed. We would greatly appreciate any support from the legislature to ensure that resources are not spent on resolving an undisputed fact—that the implementation of body-worn cameras is a mandatory subject of bargaining.

With these three amendments, we support SB 1046.

Thank you.





SIDE LETTER AGREEMENT

This Side Letter Agreement is entered into by and between the **Division of Parole and Probation** (hereinafter referred to as "the Employer") and **AFSCME** (hereinafter referred to as "the Union").

The Employer and the Union recognize the importance of collaboration in the development of policies and procedures that impact employees. To that end, the parties agree as follows:

1. Body Camera Pilot Program

- The Employer and the Union will engage in good faith bargaining regarding the implementation of a **pilot program for body cameras**.
- The parties will work together to develop policies and procedures governing the pilot program to ensure fairness, transparency, and the protection of employees' rights.

2. Bargaining on Body Camera Policy

- At the **conclusion of the pilot program**, the Employer and the Union will engage in bargaining regarding the **final body camera policy** before its full implementation.

This Agreement reflects the mutual commitment of both parties to **collaboration, transparency, and fair bargaining** on policies that affect employees.

For the Employer:

Yolanda Bethea
Director
February 25, 2025

For AFSCME:

Patrick Moran
President
February 24, 2025