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Position Statement

HB 1185 - Washington Suburban Sanitary Commission – Personnel Management – Disciplinary Actions

Senate Education, Energy and the Environment Committee

March 31, 2026

SUPPORT

WSSC Water submits our formal comments on House Bill 1185 entitled, Washington Suburban Sanitary Commission – Personnel Management – Disciplinary Actions. Thank you for the opportunity to express, on the record, our support for the legislation and to recognize your leadership, Chair Mireku-North, in moving this important bill forward. We would also like to recognize the Montgomery County House Delegation Metro Washington Area Committee (“Committee”) members and the American Federation of State, County and Municipal Employees (“AFSCME”). Last, but not least, the outstanding employees of WSSC Water, who work daily, and around the clock, to deliver the highest level of service to our valued customers.

Since the original bill was introduced, we have worked diligently with AFSCME, who represents several WSSC Water’s union employees, to review the legislation. We made significant progress in reviewing the mutual areas of interest of each, which resulted in the legislation being modified significantly. Thank you again, Delegate Mireku-North.

Presently, the current legislation, after being amended, would exclusively address final acts of suspension of WSSC Water employees. Pursuant to the legislation, these employees would have the right to appeal final suspension decisions to the Maryland State Office of Administrative Hearings. WSSC Water is supportive of this change which is in line with our goal of ensuring employees are treated fairly and justly in the workplace.

At WSSC Water, we place immense value on protecting the interests, well-being, and due-process rights of all employees. We are committed to ensuring that our disciplinary processes are fair, transparent and just for all employees. Our commitment to delivering exceptional service to our valued customers is only made possible by our dedicated and outstanding employees.

Please know that WSSC Water Management continues to proactively advance policies, regulations and initiatives, with the interest of all of our employees being foremost. This will continue. As examples, WSSC Water took proactive action to ensure that employees who had reached the top of their pay range receive cost-of-living adjustments, coupled with merit

increases. In addition, Management modified procedural restrictions involving employees with prior disciplinary actions which limited their ability to apply for promotions or other advancement opportunities.

The amended bill is representative of collaboration among the interested parties which is always a goal of WSSC Water. We thank you for the opportunity to provide formal comments and we, respectfully, request your approval.

We look forward to taking any questions that you may have and working with you further as the legislation is considered by the Maryland General Assembly.

Thank you for your leadership.