



Maryland Classified Employees Association

SUPERVISORS UNITED FOR COLLECTIVE BARGAINING

**Written Testimony Submitted to the
Maryland Senate Finance Committee
SB 298**

**State Personnel – Collective Bargaining – Supervisory and Managerial Employees
February 15, 2023
SUPPORT**

Good afternoon, Chair Griffith and members of the Senate Finance Committee. My name is Danielle Holman and I am a Community Detention Officer Supervisor for the Department of Juvenile Services. I have been with the agency for almost 15 years. I am a member of Supervisors United for Collective Bargaining and the Maryland Classified Employees Association, AFT local 1935. As a state supervisor, currently excluded from the state's collective bargaining law for Maryland employees, I am here today to advocate for HB 183, and ask this committee for a favorable report.

I supervise a team of 12 with the Department of Juvenile Services. My staff have post positions, which run 24 hours a day 7 days a week. Our team monitors youth throughout the state that are court ordered Community Detention GPS monitoring. Being out in the community with the dangerous climate of areas in Maryland, primarily Baltimore City can prove debilitating even for the most seasoned worker. I am in the infancy stage of being a supervisor. I just surpassed my 1st year mark earlier this month. The most difficult part of the job is separating from the job. Supervising a staff that works 24 hours a day and deserve management support is a tough feat. It is an unreasonable expectation for me to account for everything that happens in a 24-hour period with staff. I have been managing procedurally but it leaves minimal space to decompress and have outside interests. Recently, my staff was tasked with identifying the body of a youth who was murdered with the device on. During my time on the team, I had to do something similar. I worked my 8 hours for the day. This happened very late at night. A major belief that I have as a supervisor is to be a source of support. In this instance, my support extended well beyond a paid shift into a sleepless night, still expected to show up for work the next day and not being rightfully compensated.

Collective bargaining raises our voices, allows us to not only be heard but also truly seen. We are on the front lines, being an example to our staff who are represented but the question lingering is...what about us? Being in management is a promotion to those who deserve and exemplify the values of their agencies. Do the state of Maryland lawmakers want to further project that state employees' who excel and are promoted are punished by silencing their representation? We keep this state running, often times at the expense of our families and ourselves. Ultimately, Supervisors and Managers are overtly and adversely affected.

To conclude, when state collective bargaining law was introduced and passed over 20 years ago, we as supervisors were erroneously excluded, even though we are state workers and do not hire, fire, promote, or adjust grievances for any state employee. We again call this committee to issue a favorable report for SB 298. Thank you.