

Written Testimony Submitted to the
Maryland Senate Finance Committee

SB 298

State Personnel – Collective Bargaining – Supervisory and Managerial Employees

February 16, 2023

SUPPORT

Good afternoon, Chair Griffith and members of the Senate Finance Committee. My name is Mrs. Arlene Major and I am an Emergency Dispatch Supervisor at Maryland State Police Golden Ring Barrack in Essex, Md. 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 SB 298, and ask this committee for a favorable report.

I have been with MSP for over 14 years and one year previously as a 911 call taker with the Albuquerque Police Department. After being acting Supervisor and then promoted to the supervisory role, the last two years in this position has brought on numerous learning and on the job training experiences. This job is not just simply "be a supervisor". The many hats that must worn and switched during a shift is countless. I also have to cover the radio when there is not coverage available. Under my supervision, I am allotted 5 Emergency Dispatchers where at this time I only have one which requires me to do so much more to cover those vacancies for an extremely busy traffic barrack which requires me to do so much more to include the job of 5 dispatchers and that is the way it is across the state. Besides the radio and CAD traffic, I have to deal with court mail, warrants, RMS, training, liaison duties and more. Currently, I maintain just over 1000 warrants/summons for my barrack alone which must be processed, recalled, input into NCIC and RMS, removed returned to court as well as PIA or FOIA requests which require me to go over 911 calls and traffic calls requested by numerous state agencies and the public.

Paperwork, system- knowledge, trooper safety as well as multi-tasking is key for this job as well as keeping troopers informed as well as safe in order to return home to their families. I also make it a point to involve my dispatcher(s) as well as barrack command staff in the decisions made because it effects all not just some.

Why do I feel collective bargaining is necessary for supervisors? The very definition of this is the process in which working people, such as myself, through their unions, which I put money into, negotiate contracts with their employers to determine the terms of their employment to include pay, benefits, hours, leave, job health and safety, work balance, family and more. The title of supervisor does not make me less of an employee and I feel that being left out of coverage all the while being required to maintain all that collective bargaining stands for is a bit off putting.

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.

Sincerely,

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