



Local 5197

## AFT Healthcare-Maryland

7127 Rutherford Road  
Baltimore, MD 21244

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June 30, 2020

Board of Public Works  
Louis Goldstein Treasury Building  
80 Calvert Street  
Annapolis, MD 21401

RE: testimony in opposition to the Department of Budget and Management's budget reductions in the supplemental agenda for the July 1, 2020 meeting

Dear Board Members:

AFT Healthcare-Maryland represents healthcare professionals working for the state of Maryland. As the exclusive representative for Unit E, we negotiate a Memorandum of Understanding on behalf of RN's, Doctors, Therapists and other healthcare professional classifications throughout the state. We received a demand to bargain reductions to the FY 21 budget from the Department of Budget and Management on June 11, 2020. We were given dates for negotiations for the week of June 15, 2020. We met on Tuesday, June 16, 2020 and were informed of a June 24, 2020 deadline to conclude our negotiations. We did not receive any written proposals at that negotiating session. We received written proposals from management on Thursday, June 18. We submitted a request for information necessary to determine the impact of the proposals on members of our bargaining unit that same day. We received some of the information requested on Saturday, June 20, 2020. We met again on Tuesday, June 23 and submitted counter proposals on June 24, 2020, by the deadline. Our counter proposals were summarily rejected in less than 3 hours. Contract negotiations are a process that begins with preparations months prior to any meetings with management. We typically have meetings at worksites, send out surveys and engage in other activities to allow members to participate in the process. DBM's deadline did not grant us adequate time to engage in meaningful negotiations.

We are a small organization. We have a very small staff and rely on volunteers to conduct our business. There are 2,464 positions assigned to our bargaining unit. These positions are spread out around the state of Maryland. As healthcare professionals, the majority of our members are considered essential employees and/or "mission critical" during this Corona Virus emergency. Many of our members work in facilities that are closed to the public, which means we do not have access to the worksites that we would have under normal conditions. Our members are volunteering to perform testing and engage in contact tracing, in many cases working extended days with little to no time off. The demands of the state of emergency on members of our bargaining unit have greatly interfered with our ability to engage