



# Where's the support for *me*? In our own union.

## State of Maryland Supervisors: FAQs

### I've heard that, as a supervisor, I can't join a union. Is that true?

You *can* join a union—and we invite you to join *our* union, the Maryland Classified Employees Association (MCEA). By law, any employee (including supervisors) has the right to join or participate in a union. People who say you can't, are mixing up joining a union vs. being in a *state-recognized* collective bargaining unit. Supervisors aren't in a bargaining unit yet, because state law excludes us from the bargaining rights most other state employees have. We're working hard to change state law so supervisors can be a bargaining unit, with our own contract. Join our fight for collective bargaining for state supervisors!

### Why don't state supervisors already have the right to collectively bargain?

Most other state employees won the right to collectively bargain with the state when the collective bargaining law passed in 1998. Unfairly, supervisors were excluded then. That's not right. But we can pass new legislation, changing just a few words in state law, to fix that. We deserve a voice, a contract, and the right to advocate for the top-quality public services Marylanders deserve.

### How do we win the same collective bargaining rights as most other state employees?

MCEA is working with legislative allies to get a bill introduced to take out the few words in state law that keep supervisors from having collective bargaining. We need your help! First, please join MCEA. Dues are reasonable (\$22.75 per pay period). The more of us that join MCEA, the stronger we are. Second, please contact us to join our campaign for bargaining rights for state supervisors. Legislators need to hear from us—their constituents and voters—that this matters!

### Why MCEA?

MCEA has a long history of representing Maryland state employees. Since 1935, MCEA has been representing state employees who are our members in grievances and discipline appeals—even if they work in a job without collective bargaining, like supervisors. MCEA has won improvements in working conditions through productive labor-management relationships. Many state employees have joined because they like the wide array of discounts, services and benefits that go with membership. And while MCEA negotiates for many bargaining units and employees throughout the state, we're not the exclusive representative for any of the workers YOU supervise.

### How will forming a bargaining unit benefit my coworkers and me?

Collective bargaining would give us the right to negotiate wages, hours, and working conditions (such as the length of the workday, breaks, time off, health and safety concerns, and staffing levels), plus a greater voice in how our programs and services are run. It would give us a unified voice to advocate for supervisors' concerns and priorities.



**Want a voice at work and the same bargaining rights other Maryland state employees have?**

**The first step: Join MCEA.**

**Scan this QR code or go to [mcea.org](http://mcea.org)**

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Maryland Classified Employees Association | 7127 Rutherford Road, Baltimore, MD 21244  
410-298-8800 | 1-888-611-6232 | [mcea.org](http://mcea.org) | [info@mcea.org](mailto:info@mcea.org)

