



**HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION**

I, Stu Kohn, have been duly authorized by
(name of individual)

Howard County Citizens Association to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB80-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Stu Kohn

Signature: _____

Date: 14 October 2021

Organization: Howard County Citizens Association

Organization Address: Ellicott City MD.

Ellicott City MD.

Number of Members: 500

Name of Chair/President: Stu Kohn

*This form can be submitted electronically via email to
councilmail@howardcountymd.gov no later than 2 hours prior to the start of the
Public Hearing.*



HCCA

Howard County Citizens Association

Since 1961...

The Voice Of The People of Howard County

Date: 18 October 2021

Subject: HCCA is in Favor of CB80-2021

My name is Stu Kohn from Laurel. As President of the Howard County Citizens Association, HCCA we fully support CB80-2021.

Choose civility used to be the motto in Howard County which unfortunately as evident in the premise of this Bill seems to be a thing of the past. This proposed Bill is a testament to Councilwoman Liz Walsh's standing up for what is right. The bottom line is that whether you are a Democrat, Republican, Independent or a Vegetarian we all need to respect one another. We need to stop the Choose Hostility.

Here are some HCCA suggested amendments and questions:

- Change all references of "may" to "shall."
- Refer to Page 2 – line 4 – delete the word "Generally" as we want specificity.
- Refer to Page 2 – line 5 – the 24 hours is extremely lenient. Why? If someone chooses to be obnoxious to any employee then they should be banned for the first offense for the period of time as stated on line 9 of 120 hours or 5 days. Why is line 4 different from line 5?
- Refer to Page 6 and 7 – under Civil Penalties – add a Footnote that describes Classes A thru E.
- Refer to Page 8 – line 2 – change the 24 hours to 120 hours to make it compatible with line 7.
- We suggest that the Penalties be much stiffer for anyone who is guilty of harassment. Ideally in phases. If a party is found guilty on the first offense then 5 days, the second offense should be 6 months and the third offense forever,

We only hope that the provisions in CB80-2021 will establish enforcements if necessary which will aid in perhaps re-establishing civility.

Thank You,

A handwritten signature in black ink, appearing to read "Stu Kohn". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Stu Kohn

HCCA President



**HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION**

I, Dale Chase, have been duly authorized by
(name of individual)

AFSCME Local 3085 to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB80 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Dale Chase

Signature: Dale Chase

Date: 10/18/21

Organization: AFSCME Local 3085

Organization Address: 7427 Watersville Rd, Mount Airy, MD 21771

7427 Watersville Rd, Mount Airy, MD 21771

Number of Members: 250

Name of Chair/President: Dale Chase, President

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Good evening, my name is Dale Chase, President of AFSCME Local 3085, AFL-CIO.

I am happy to have this opportunity to speak to this important issue as the exclusive representative recognized by Howard County Government.

We wholeheartedly support CB80. There is a long-standing problem with a small but abusive group of individual County residents, contractors, or even neighboring out of County patrons that feel that they can abuse County workers at will. There have been many incidents over many years that has established a culture of not to anger or hold accountable a citizen which could result in losing a vote that could impact a political career of politicians that are in office.

Female employees have been called the B word, and the C word, and up to the low of being called dump Nazis. The County administration has not risen to the challenge and has dug their heels in in not producing a resolution.

For many County employees that deal with the public in regulation of policies, from Animal Control Officers, Park Rangers & Landfill Weighmasters, Howard County is not the best place to work in the context of the slogan: Howard County is the best place to live, work, and play.

We have attempted to resolve these injustices with the County administration & HR has interpreted that the harassment and violence in the workplace policies are not applicable to the public even though the policies speak to a zero tolerance of the harassment of employees from visitors.

Howard County has done a much better job protecting animals from abuse than workers, despite their obligation with the OSHA General Duty Clause to provide a hazard free work environment.

Even after filing grievance #3085-41 on a specific incident the acting Personnel Administrator wrote that HR's investigation was not substantiated as a hostile work environment and declared that recommendations have been made to the Department. The recommendations were never presented to us, and only in another meeting with the Bureau Chief of Environmental Services many months later were we told in part some of the recommendations.

This is not acceptable as these types of behavior continue and therefore, we have moved on from administrative relief to support a legislative remedy.

Thank You for the effort that has been put into this bill.