

SENATE BILL 6

P4, F5

(PRE-FILED)

6lr1423

CF HB 106

By: **Senators Kramer and Lam**

Requested: October 29, 2025

Introduced and read first time: January 14, 2026

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **State Personnel – Collective Bargaining – Nontenure Track Faculty**

3 FOR the purpose of providing collective bargaining rights to certain nontenure track faculty
4 at certain State institutions of higher education; establishing a separate collective
5 bargaining unit for certain nontenure track faculty; and generally relating to
6 collective bargaining for nontenure track faculty at public institutions of higher
7 education.

8 BY repealing and reenacting, with amendments,

9 Article – State Personnel and Pensions

10 Section 3-101 and 3-102(b)(9) and (12) and (d)(2)

11 Annotated Code of Maryland

12 (2024 Replacement Volume and 2025 Supplement)

13 BY repealing and reenacting, without amendments,

14 Article – State Personnel and Pensions

15 Section 3-102(b)(10), (11), and (13)

16 Annotated Code of Maryland

17 (2024 Replacement Volume and 2025 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

19 That the Laws of Maryland read as follows:

20 **Article – State Personnel and Pensions**

21 3-101.

22 (a) In this title the following words have the meanings indicated.

23 (b) “Board” means the Public Employee Relations Board.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



- (c) "Chancellor" has the meaning stated in § 12–101 of the Education Article.
- (d) "Collective bargaining" means:
 - (1) good faith negotiations by authorized representatives of employees and employer with the intention of:
 - (i) 1. reaching an agreement about wages, hours, and other and conditions of employment; and
 - 2. incorporating the terms of the agreement in a written randum of understanding or other written understanding; or
 - (ii) clarifying terms and conditions of employment;
 - (2) administration of terms and conditions of employment; or
 - (3) the voluntary adjustment of a dispute or disagreement between rized representatives of employees and their employer that arises under a randum of understanding or other written understanding.
- (e) "Employee organization" has the meaning stated in § 22–101 of the State nment Article.
- (f) "Exclusive representative" has the meaning stated in § 22–101 of the State nment Article.
- (g) (1) "Faculty at the Maryland School for the Deaf" means employees who have been granted the following status by the Board of Trustees of the Maryland School for eaf:
 - (i) after–school program counselors;
 - (ii) American Sign Language specialists;
 - (iii) athletic trainers;
 - (iv) behavior specialists;
 - (v) clerical aides;
 - (vi) dorm counselors;
 - (vii) employment specialists;
 - (viii) instructional technology resource specialists;

- (ix) librarians;
- (x) literacy and reading specialists;
- (xi) occupational therapists;
- (xii) orientation and mobility specialists;
- (xiii) physical therapists;
- (xiv) school counselors;
- (xv) school IEP coordinators;
- (xvi) school nurses;
- (xvii) school social workers;
- (xviii) speech-language pathologists;
- (xix) student support specialists;
- (xx) teachers;
- (xxi) teacher aides;
- (xxii) transition coordinators; and
- (xxiii) work-to-learn specialists.

(2) "Faculty at the Maryland School for the Deaf" does not include officers or employees at the Maryland School for the Deaf.

(H) "NONTENURE TRACK FACULTY" MEANS FULL-TIME, PART-TIME, OR INCT NONTENURE TRACK EMPLOYEES OF A SYSTEM INSTITUTION, MORGAN E UNIVERSITY, OR ST. MARY'S COLLEGE OF MARYLAND WHOSE ASSIGNMENTS LVE ACADEMIC RESPONSIBILITIES, INCLUDING TEACHERS, RESEARCHERS, DEPARTMENT HEADS AND THOSE IN COMPARABLE POSITIONS.

[(h)] (I) "President" means:

(1) with regard to a constituent institution, as defined in § 12–101 of the article, the president of the constituent institution;

(2) with regard to a center or institute, as those terms are defined in § 12–101 of the Education Article, the president of the center or institute;

(3) with regard to the University System of Maryland Office, the Chancellor of the University System of Maryland; and

(4) with regard to Morgan State University, St. Mary's College of Maryland, and Baltimore City Community College, the president of the institution.

7 [i] (J) “System institution” means:

(1) a constituent institution, as defined in § 12-101 of the Education Article;

10 (2) a center or institute, as those terms are defined in § 12-101 of the
11 Education Article; and

12 (3) the University System of Maryland Office.

13 3-102.

14 (b) This title does not apply to:

15 (9) an employee of the University System of Maryland, Morgan State
16 University, St. Mary's College of Maryland, or Baltimore City Community College who is:

17 (i) a chief administrator or in a comparable position;

18 (ii) a deputy, associate, or assistant administrator or in a
19 comparable position;

20 (iii) a member of the faculty, including a faculty librarian, EXCEPT
21 **FOR NONTENURE TRACK FACULTY;**

(iv) a student employee, including a teaching assistant or a comparable position, fellow, or post doctoral intern;

24 (v) a contingent, contractual, temporary, or emergency employee,
25 **EXCEPT FOR NONTENURE TRACK FACULTY:**

26 (vi) a contingent, contractual, or temporary employee whose position
27 is funded through a research or service grant or contract, or through clinical revenues,
28 **EXCEPT FOR NONTENURE TRACK FACULTY;** or

29 (vii) an employee whose regular place of employment is outside the
30 State of Maryland, EXCEPT FOR NONTENURE TRACK FACULTY;

1 (10) an employee whose participation in a labor organization would be
2 contrary to the State's ethics laws;

(11) any managerial or confidential employee of a unit of State government listed in subsection (a)(1)(i) through (iv) and (vi) through (xii) of this section, as defined in regulations adopted by the Secretary;

12 (d) (2) (i) Each system institution, Morgan State University, St. Mary's
13 College of Maryland, and Baltimore City Community College shall have separate
14 bargaining units.

15 (ii) Appropriate bargaining units shall consist of:

20 3. all eligible sworn police officers; AND

4. NONTENURE TRACK FACULTY

22 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
23 1, 2026.