

**Written Testimony Submitted to the
Maryland House Appropriations Committee
HB 374 – Maryland School for the Deaf - Professional Personnel and Staff –
Collective Bargaining Unit
March 1, 2022**

SUPPORT

Chair McIntosh and members of the committee, the Maryland School for the Deaf (MSD) employees should be granted the same collective bargaining rights that all other state professional service employees, have in Maryland.

MSD is a state-run, K-12 public school. Its diverse, bilingual community provides an “exemplary education to ensure students achieve personal excellence and become responsible lifelong learners.”¹ MSD consists of two campuses and serves students from birth until high school and up to age 21.

This legislation would establish collective bargaining rights for MSD employees on both campuses. Giving staff a “seat at the table” when negotiating their own pay, benefits and retirement.

On non-union campuses, staff are not seen as partners in their support for the institution. With collective bargaining, employees can speak with one voice to promote the MSD and move it forward.

President Joseph Biden, in his executive order, reaffirmed the position of the United States on collective bargaining rights by stating “It is also the policy of the United States to encourage union organizing and collective bargaining.”

We believe the members of the committee care deeply about MSD; therefore, should support the U.S Constitutional right of assembly and fundamental right of all employees to organize and allow their voices to be heard.

We urge a favorable report on HB 374.

Kenya Campbell
President

¹ Maryland School for the Deaf website:
https://www.msdc.edu/apps/pages/index.jsp?uREC_ID=1090021&type=d&pREC_ID=1289149