

**Written Testimony Submitted to the  
Maryland House Appropriations Committee  
By Julie Greene, Professor of History  
HB 275**

**State Personnel – Collective Bargaining – Faculty, Part-Time Faculty, and Graduate  
Assistants  
February 14, 2023**

**FAVORABLE**

Good afternoon, Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee. My name is Julie Greene and I am Professor of History at the University of Maryland at College Park, where I have worked for 15 years. I call on this committee to issue a favorable report to HB 275. The state already grants this right towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our 4 year institutions. Collective bargaining is a fundamental human right and should be extended to all university employees.

As a professor of history, I teach four courses a year. I was the co-founding director, along with the late Ira Berlin, of UMD's Center for Global Migration Studies. In both my teaching and the work I've done with the Center for Global Migration Studies, I advise and mentor a great many graduate and undergraduate students. I have served my department, my college, and my university in a number of ways--for example as Director of Graduate Studies for the History Department for three years, and as chair of the University's Appointment, Promotion, and Tenure Committee.

I support SB 247 first and foremost because collective bargaining is a fundamental human right, and therefore to deny that right is undemocratic. But I also believe that the university needs its faculty and graduate students to be fully functioning members of the community, and for that to happen, for full and equitable lines of communication, we need collective bargaining rights. Graduate students are exposed to a number of challenges. As DGS I had to personally intervene several times when graduate students were harassed or exploited by faculty members who were their mentors and/or employers. Collective bargaining rights would have been extremely helpful in this situation.

I believe UMD President Pines when he stresses the social justice mission of the University of Maryland. Social justice must start with collective bargaining rights for faculty and graduate students. I am inspired by Governor Moore's motto, "No One Left Behind," and I ask that we resolve to stop leaving behind UMD faculty and graduate students. UMD needs the full talents of all community members to achieve its potential, and that requires the right to collective bargaining.

In conclusion, I ask the committee to respect the democratic and human rights of every UMD

community member and report favorably on HB 275. By increasing equity, transparency, and communication, this fundamental right will provide a way for all employees to contribute powerfully to making UMD the best it can be.