

**Written Testimony Submitted to the  
Maryland Senate Finance Committee**

**By Fred Azizi, Graduate Assistant**

**SB 247**

**State Personnel - Collective Bargaining - Faculty, Part-Time Faculty,  
and Graduate Assistants**

**February 16, 2023**

**FAVORABLE**

Dear Chair Griffith, Vice Chair Klausmeier, and Members of the Finance Committee,

it is a legal right for graduate students in many other states and illegal for us in the great state of Maryland. I believe that we deserve the right to engage in collective bargaining for several reasons. Firstly, it would provide us with a level of job security and stability that is currently lacking. We would be able to negotiate fair wages and benefits that are in line with other universities standards and our contributions to our universities. Additionally, it would give us a platform to raise concerns and address any issues we may have with our working conditions. Furthermore, collective bargaining is a proven way to improve the overall working conditions and quality of life for employees. Studies have shown that workers who are able to negotiate their terms and conditions through collective bargaining have better pay, benefits, and working conditions compared to those who do not.

Sincerely,  
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