

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

By Pamela Felder-Small

SB 247

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

February 16, 2023

FAVORABLE

Good afternoon Chair Griffith, Vice Chair Klausmeier, and members of the Senate Finance Committee. My name is Pamela Felder-Small and I am Alumna and Former Faculty member, Associate Professor, of the University of Maryland Eastern Shore, where I have worked for three years. I call on this committee to issue a favorable report to SB 247. 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. It is clear that this right should be extended to the rest of higher education in Maryland.

At this time my testimony is from the perspective of a former faculty member. I will state that this bill is critically important to support the work of faculty in ways that strengthen our state institutions and the United States.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense. I again therefore call for a favorable report to SB 247.