

Chapter 695

(Senate Bill 6)

AN ACT concerning

State Personnel – Collective Bargaining – Nontenure Track Faculty

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

BY repealing and reenacting, with amendments,
 Article – State Personnel and Pensions
 Section 3–101 and 3–102(b)(9) and (12) and (d)(2)
 Annotated Code of Maryland
 (2024 Replacement Volume and 2025 Supplement)

BY repealing and reenacting, without amendments,
 Article – State Personnel and Pensions
 Section 3–102(b)(10), (11), and (13)
 Annotated Code of Maryland
 (2024 Replacement Volume and 2025 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
 That the Laws of Maryland read as follows:

Article – State Personnel and Pensions

3–101.

- (a) In this title the following words have the meanings indicated.
- (b) “Board” means the Public Employee Relations Board.
- (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 their employer with the intention of:

- (i) 1. reaching an agreement about wages, hours, and other terms and conditions of employment; and

2. incorporating the terms of the agreement in a written memorandum 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 authorized representatives of employees and their employer that arises under a memorandum of understanding or other written understanding.

(e) “Employee organization” has the meaning stated in § 22–101 of the State Government Article.

(f) “Exclusive representative” has the meaning stated in § 22–101 of the State Government 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 the Deaf:

(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 supervisory employees at the Maryland School for the Deaf.

(H) “FULLY ONLINE INSTITUTION” MEANS AN INSTITUTION THAT OFFERS ALL ACADEMIC AND STUDENT SERVICES REMOTELY.

(I) (1) “NONTENURE TRACK FACULTY” MEANS FULL–TIME, PART–TIME, OR ADJUNCT NONTENURE TRACK EMPLOYEES OF A SYSTEM INSTITUTION, MORGAN STATE UNIVERSITY, OR ST. MARY’S COLLEGE OF MARYLAND WHOSE PRIMARY ASSIGNMENTS INVOLVE ACADEMIC RESPONSIBILITIES INSTRUCTION, INCLUDING TEACHERS, RESEARCHERS, AND DEPARTMENT HEADS AND THOSE IN COMPARABLE POSITIONS.

(2) “NONTENURE TRACK FACULTY” DOES NOT INCLUDE:

(I) FACULTY EMPLOYED AT A FULLY ONLINE INSTITUTION; OR

(II) FACULTY WHOSE POSITIONS ARE FULLY FUNDED THROUGH A RESEARCH OR SERVICE GRANT OR CONTRACT, OR THROUGH CLINICAL REVENUES.

[(h)] ~~(H)~~ (J) “President” means:

(1) with regard to a constituent institution, as defined in § 12–101 of the Education 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.

[(i)] ~~(H)~~ **(K)** “System institution” means:

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

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

(3) the University System of Maryland Office.

3–102.

(b) This title does not apply to:

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

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

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

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

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

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

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

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

(10) an employee whose participation in a labor organization would be 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) any supervisory, managerial, or confidential employee of a State institution of higher education listed in subsection (a)(1)(v) of this section[, as defined in regulations adopted by the governing board of the institution]; or

(13) any employee described in subsection (a)(2) of this section who is a supervisory, managerial, or confidential employee, as defined in regulations adopted by the Secretary.

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

(ii) Appropriate bargaining units shall consist of:

1. all eligible nonexempt employees, as described in the federal Fair Labor Standards Act, except eligible sworn police officers;

2. all eligible exempt employees, as described in the federal Fair Labor Standards Act; [and]

3. all eligible sworn police officers; AND

4. **NONTENURE TRACK FACULTY.**

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

Approved by the Governor, May 26, 2026.