



A Union of Professionals  
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**Written Testimony Submitted for the Record to the  
House Appropriations Committee  
HB 374 – Collective Bargaining – Baltimore City Community College – Faculty  
January 27, 2021**

**SUPPORT**

Good afternoon Madam Chair and members of the committee. On behalf of AFT-Maryland a state federation representing more than 20,000 state, county and municipal employees, we ask for a favorable report on HB 374, legislation that will enable the full-time faculty at Baltimore City Community College (BCCC) to have collective bargaining rights.

BCCC's collective bargaining was unfairly taken away from them over 20 years ago when the state installed a new administration. In the early 2000s, as state employees in Maryland gained the right to engage in collective bargaining, the faculty at BCCC were explicitly written out of these laws, while the non-teaching staff gained this right.

This bill addresses a wrong unfairly and singularly imposed upon the workers of that institution. Specifically, the faculty at this community college are the only ones in the state that we know of that had collective bargaining rights taken away from them without their input, and they are the only public higher education faculty who are on three year rolling contracts. No other public college in this state treats faculty this way.

Far too often, good faculty leave BCCC to teach in colleges where they have more rights to things like academic freedom, and the students suffer because of it. In addition, because the rights are lacking, far too often, highly qualified teachers avoid applying there.

Indeed, right now, the college is on the censure list for the American Association of University Professors—the national organization of faculty that works as a clearinghouse for Academic Freedom – because they had their collective bargaining rights unfairly stripped from them.

Many changes are on the horizon for the college, and the faculty who do the work of educating the students of our city deserve the same rights and protections enjoyed by other professors in the state's institutions of higher learning. We urge a favorable report on HB 374. Thank you.

Marietta English  
President