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Ways and Means Committee

Education Subcommittee

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THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

**HB0374- Collective Bargaining – Baltimore City Community College – Faculty
Hearing: January 27th 2021**

Chairman McIntosh, Vice Chair Chang, and Members of the Appropriations Committee,

HB0374 extends collective bargaining rights to full-time faculty at Baltimore City Community College (BCCC) by authorizing the establishment of one additional bargaining unit for faculty at BCCC. Collective bargaining is the right of individual employees in a workplace to come together and choose a representative, based on a majority vote, who will then negotiate with their employer over terms and conditions of employment. Collective bargaining does not simply provide a mechanism for labor negotiations but it can also help to more efficiently facilitate communication between BCCC leadership and staff.

The faculty at BCCC have long supported nontraditional students who have many economic and social challenges to successful course completion. COVID-19 has only further exacerbated these legacy challenges to provide quality instruction and support to students under extreme stress. Because faculty at BCCC have a unique and important role in Maryland's community college landscape, it is only fitting that the faculty be afforded the opportunity to decide if pursuing a union is in their best interest. This bill does not establish a union at BCCC but merely enables the process necessary to bring this decision to a vote.

With the foregoing in mind, I request the Committee vote favorably on HB0374.

Sincerely,

Delegate Stephanie Smith