

**Written Testimony Submitted for the Record to the Maryland House of Delegates  
Before the House Appropriations Committee  
Testimony by Dr. Kim Jensen, Professor and Faculty at The Community college of Baltimore  
County  
HB 913 – Board of Community College Trustees for Baltimore County – Collective Bargaining –  
Faculty**

**SUPPORT**

Good morning Chair McIntosh, Vice Chair Chang, and members of the House Appropriations Committee.

My name is Kim Jensen, and I am a full-time professor of English at the Community College of Baltimore County, where I have taught since 2003. I am here today to ask for your support to HB 913, which is legislation that will enable faculty at our college to vote on whether or not they would like to engage in collective bargaining with the administration for terms that govern their working conditions.

I love my work at CCBC and feel honored to participate in the education and growth of our wonderful students. I am committed to the vision of high-quality, affordable higher education for all. Community colleges do a wonderful job of helping Maryland to realize this vision, but if we want to offer our students the very best, then we have to offer faculty opportunities for stability, professional growth, and a voice in the decisions that affect their work.

When I was first hired, I was startled to learn that community college instructors in Maryland didn't have the statewide right to collective bargaining. Having recently moved from California, it was difficult to understand how a large swath of public workers could be deprived of a basic democratic right that was enshrined into the Universal Declaration of Human Rights in 1948. To date, it is still shocking that we are advocating for such a bill in 2021 in the generally progressive state of Maryland. (In laymen's terms, this is a no-brainer).

Since faculty are the people who work with students on a daily basis, we want to be in a position to effectively advocate for their needs. Since most part-time faculty have very few benefits, and many actually live at or below the poverty-line, they have a right to try to organize to improve their working conditions. Since the dynamics in higher education are constantly shifting, faculty have the basic right to have a voice in significant institutional changes, and this a voice can only be guaranteed through a collective bargaining relationship, where faculty and staff the right to solve problems at the bargaining table as legal equals.

This bill, if passed and enacted into law, does not establish any union, it would simply allow the faculty at our college to choose to engage in collective bargaining with our administration on wages, benefits, and other conditions of employment.

Maryland as a state has a long-standing tradition of permitting employees in the public sector to utilize collective bargaining as a route to ensure democracy within the workplace, stipulating that both management and employees work on negotiating a contract that is in the best interests of the institution in which they work.

And collective bargaining does indeed work to make our institutions stronger. I note that staff at CCBC have already been granted this right of engaging the administration in collective bargaining, and have enjoyed this right since the 1990s. The faculty, adjuncts, and staff at Montgomery College have also enjoyed the right to choose collective bargaining since the 90s. All we are asking is that the legislature

grant the faculty here at CCBC the same rights enjoyed by staff at our school, and faculty at Montgomery College. I ask for a favorable report of HB 913.

Thank you for your consideration.

Sincerely,  
Kim Jensen, PhD