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**Written Testimony Submitted for the Record to the Maryland House of Delegates  
Before the House Appropriations Committee  
Testimony by Todd Reynolds, Political Coordinator, AFT-Maryland  
HB 913 –  
Board of Community College Trustees for Baltimore County – Collective Bargaining – Faculty  
Favorable with Amendments**

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

My name is Todd Reynolds, and I am the Political Coordinator for the American Federation of Teachers-Maryland, the state federation for a number of local labor unions representing large groups of state employees, Baltimore City and County employees, and higher education staff at both Salisbury University and the University of Maryland Center for Environmental Science. Nationwide, AFT represents over 200,000 higher education workers, both faculty and staff, at universities and community colleges alike. AFT-Maryland calls for a favorable-with-amendments report for HB 913, the bill that would grant the right of faculty at the Community College of Baltimore County to choose whether or not to engage in collective bargaining with the college administration.

The amendment we are proposing clarifies that the community college's board shall create bargaining units for both full-time faculty and part-time faculty. This language would bring the college in line with community colleges nationwide that give part-time and full-time faculty collective bargaining. It also would mirror the collective bargaining relationships currently in place at Montgomery College in our state. The amendment we are proposing has been appended to the end of this testimony.

Members of the committee, CCBC already engages in collective bargaining with its staff, and has done so successfully since the mid-90s. All this bill would do is give faculty the right to choose whether or not they want to engage in collective bargaining for the purposes of reaching an agreement with the administration on their conditions of employment for the college. Again, AFT-Maryland calls for a favorable-with-amendments for HB 913. Thank you.

\*\*\*\*\*Proposed amendment\*\*\*\*\*

On page 2, after line 6, insert.

- (i.) ONE BARGAINING UNIT SHALL BE CREATED FOR FULL-TIME FACULTY, AND**
  - (ii.) A SEPARATE BARGAINING UNIT SHALL BE CREATED FOR PART-TIME FACULTY.**
- .....

With the adoption of this amendment, page 2 of the bill would read:

2HOUSE BILL 913

1 (2) Recognize the right of classified employees AND FACULTY to organize  
2 and bargain collectively through representatives of their own choosing.  
3 (b) The Board of Trustees shall adopt rules and regulations that specify with  
4 respect to classified employees AND FACULTY:  
5 (1) The manner of establishing appropriate collective bargaining units and  
6 of designating exclusive bargaining representatives;  
7 (i.) **ONE BARGAINING UNIT SHALL BE CREATED FOR FULL-TIME FACULTY, AND**  
8 (ii.) **A SEPARATE BARGAINING UNIT SHALL BE CREATED FOR PART-TIME FACULTY.**  
9 (2) The rights of the employer, the employees, and the exclusive bargaining  
10 representative;  
11 (3) The procedure for negotiating a collective bargaining agreement with  
12 respect to wages, hours, and working conditions and the manner for resolving any impasse;  
13 (4) The right of the exclusive bargaining representative to a checkoff of  
14 union dues;  
15 (5) The designation of unfair labor practices and remedies for them;  
16 (6) The definition of a grievance and the procedure for resolving grievances,  
17 which may include binding arbitration of grievances; and  
18 (7) Any other matter necessary to carry out the purposes of this section.  
19 (c) This section does not authorize a strike by any classified employees OR  
18 FACULTY.  
19 (d) The authority granted by this section, and any procedures, decisions, actions,  
20 or agreements made under it, shall expire if a general law on collective bargaining  
21 applicable to community colleges becomes effective.  
22 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July  
23 1, 2021