

March 4, 2021

**Senate Bill 746 – Education – Community Colleges – Collective Bargaining
SUPPORT**

Dear Members of the Finance Committee

Before coming to Prince George's Community College PGCC, I was a faculty member at a community college in California in which faculty had collective bargaining rights. Since I've been here at PGCC, I've seen a number of instances in which it would have been very helpful to have those rights.

At PGCC, there is the lack of shared governance, a lack of discussion between administration and faculty before decisions are made that affect our working conditions. We have been told by the administration that we needed to do certain trainings to prepare to teach our classes or we might not be allowed to teach them. We have had our job descriptions changed to include additional work without faculty input. We have been told that there are additional faculty trainings required without additional faculty compensation. This has occurred several times since the beginning of the pandemic and the move to online. Having collective bargaining rights would lead a negotiated process by which changes in workplace conditions would be negotiated instead of what is currently happening: administration just adds more work on top of what we're already doing.

At PGCC, there is a lack of job security. Since I've been here, I've heard of several full-time faculty members being disciplined by administration without any formal process or representation. There were even threats that they could be fired! Having collective bargaining rights would lead to a formal process in the faculty contract in which the faculty member would have representation.

Speaking of job security, part-time faculty currently have none. They could be working at PGCC for 20 years and then not offered a class for the next semester. At my previous college with collective bargaining rights, we had negotiated rehire rights for part-time faculty based on satisfactory job performance. There was a negotiated process by which, after courses were assigned to full-time faculty, part-time faculty would be assigned the remaining available classes. Many part-time faculty are long-term (10+ year) members of our campus community.

Collective bargaining means that the workplace conditions of faculty would be negotiated. Collective bargaining means that there would be an official process by which faculty would be disciplined. As I have learned over the years, a collective bargaining agreement sets the conditions of employment. It makes them official. It brings lots of things out of the shadows and holds both administration and faculty accountable to their contract.

I ask you to vote yes on SB 746 and strongly urge a favorable committee report.

In solidarity,

Bill Miller
Professor of Chemistry