

Rachel Adams_Support_SB 746.pdf

Uploaded by: Adams, Rachel

Position: FAV

March 4th, 2021

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

Dear members of the Finance Committee:

My name is Rachel Adams and I am an Assistant Professor at Howard Community College. I support bill SB 746 – Education – Community Colleges – Collective Bargaining. I believe that our full-time faculty and adjuncts alike deserve the right to decide for themselves whether they would like to be represented by a union, a right that more than 200,000 other public sector workers enjoy in the state of Maryland. Community college employees should not be denied that basic right. While this bill impacts all community college employees, I will primarily address what collective bargaining could accomplish for our adjuncts.

As someone who works extensively with the adjuncts in my department (and a former adjunct myself), I am all too familiar with the impermanent nature of adjunct employment. They are not guaranteed classes from semester to semester, and as our enrollment fluctuates so do the amount of classes that we're able to offer to our adjuncts. At times, they receive word right before the semester begins that they're losing a course due to low enrollment or being asked to teach an additional course. As someone who has also dealt with losing/gaining a course at the last moment, I can vouch for the stress it causes; however, as a full-time faculty member I am guaranteed a certain number of classes each semester so my responsibilities remain fairly steady. Our adjuncts are not given that same guarantee – nor are they guaranteed employment from semester to semester.

Without adjunct faculty, my department couldn't staff all the classes we need to serve our students. Given the importance of these part-time instructors and their qualifications for teaching – which, in some cases, include degrees higher than my own – I believe they deserve the chance to have a say in the terms of their employment. Our adjuncts have continued working through this pandemic, learning new technologies and innovating their courses for our students, and they deserve to feel more secure in their employment. When our faculty feel secure and supported, our students benefit.

In summation, all instructors are a vital part of our institution and should have a voice and a seat at the table. **I ask you to vote yes on SB 746 and strongly urge a favorable committee report.**

Best,

Rachel L. Adams, M.A.
Assistant Professor
Howard Community College

CE Ball 2021 SB 746 - Collective Bargaining .pdf

Uploaded by: Ball, Calvin

Position: FAV



HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

3430 Courthouse Drive ■ Ellicott City, Maryland 21043 ■ 410-313-2013 Voice/Relay

Calvin Ball
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March 4, 2021

Senator Delores G. Kelley, Chair
Finance Committee
Miller Senate Office Building, 3 East
Annapolis, MD 21041

Re: Testimony **IN SUPPORT** of SB 746: Education - Community Colleges – Collective Bargaining

Dear Chair Kelley and Members of the Committee:

I am pleased to announce my support for Senate Bill 746, which would grant the right to collectively bargain to adjunct faculty and staff at our state's 16 community colleges. More than 14,000 faculty and staff at four community colleges in Maryland have access to this option. Senate Bill 746 would expand this bargaining power to the state's remaining community colleges. Passage of this bill would allow faculty and staff the choice join 100,000 K-12 instructors and 60,000 state employees who are able to negotiate their working conditions.

Often in times of economic uncertainty, our community colleges become a refuge for students and parents seeking more affordable options for higher education. In 2020, adjunct faculty members have helped an estimated 108,300 community college students enrolled in Maryland community colleges. So many of these students are gaining the knowledge and technical skills they need to compete in the post-pandemic recovery economy. Senate Bill 746 would benefit these students by giving their instructors the necessary leverage to potentially secure additional office space and office hours to support supplemental instruction. This would mean more time for students to absorb class materials and improve their performance.

In light of the COVID-19 pandemic, our investment in our staff at two-year institutions are that much more critical. Educators across the state have adapted their own work lives to maintain their own safety and the safety of their students. They are teaching in virtual classrooms so that their students can continue their educational journeys under unique circumstances.

Unfortunately, community college educators and staff lack the bargaining power that their colleagues in K-12 and four-year universities have used to negotiate their own COVID-19 working conditions.

Giving Maryland's community college staff collective bargaining power also gives them a stronger say in how their institutions care for the health and safety of the entire college community. This bill does not mandate unionization in Maryland's community colleges. It simply empowers community college employees to decide for themselves whether a union serves their needs.



HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

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If our community colleges are to mold a talented and resilient workforce, we must listen to the dedicated professionals that put their students first every day and respect their choices.

As a former educator, I am proud of the work that employees at Howard Community College—one of the best colleges in the nation—has been able to achieve to create a highly skilled workforce. In 2019, Howard Community College received the prestigious *Malcolm Baldrige National Quality Award*, which measures organizational success and performance excellence. This presidential-level honor highlights the critical services our college provides our community. The college's talented faculty and staff have helped increase graduation rates, expand opportunities for economic mobility, and empower learners of all ages and backgrounds. These public servants are creating a significant return on investment for our county and therefore, the state every day.

In FY 2021, my Administration allocated \$36.5 million to Howard Community College, a 2 percent increase over the previous fiscal year's allocation. Through this investment, my Administration was able to provide for adequate support needs and the hiring of 3 new full-time faculty positions and an associate financial aid director to help the growing number of students in need. These employees will contribute to the vitality of one of Howard County's educational crown jewels. As local governments do their part to support our community college workers, state level legislative changes can create new possibilities for them to seek higher wages, more stable working conditions, and improve productivity.

The vast majority of community college faculty and staff enter the educational field because they are passionate about imparting their knowledge and skills. I commend Sen. Guzzone for introducing legislation that would elevate the voices of our educators. An empowered community college staff will keep our higher education institutions and students strong and successful.

For these and many more reasons, I urge a favorable report on Senate Bill 746.

Sincerely,

Calvin Ball
Howard County Executive

Joan Bevelaqua_Support_SB 746.pdf

Uploaded by: Bevelaqua, Joan

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

I am Joan Bevelaqua and I am an adjunct professor at Howard Community College in Columbia, Maryland and Prince George's Community College in Largo, Maryland. I am in support of bill SB746 –Education – Community Colleges – Collective Bargaining.

I deserve the right to decide for myself whether I want to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy, and community college employees should not be denied this basic right. Covid-19 has made my teaching more difficult and the inconsistency in additional support have been paralyzing during this pandemic. Last March we went home to redesign our courses to go online with little to no help or support from the community colleges' administration. We spent hours in training with no compensation and I've invested my own money purchasing equipment needed to continue to present my classes online. As an adjunct I should be respected and protected for my work with enough representation and resources on the job.

Without Collective Bargaining we have no say on the terms and conditions of our contracts or our working conditions. Without Collective Bargaining we have been left to the arbitrary whims of the college's administration. With Collective Bargaining we can negotiate commitments to future compensation enhancements; forms supporting job security; annual appointments; professional development funds, joint labor management committees; rank advancement; secured working and stable schedules; improved health and wellness, etc.

Our working conditions are our students learning conditions. If you have spoken with one passionate professor you have spoken to us all. We understand and care how important we are to the future of our country, and we need to collectively have a voice through a union.

We need to have a seat at the table, we need to have rights, we need a union. This is the year to make this change.

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

In solidarity,

Joan Bevelaqua
Adjunct Professor

Tim Bruno_Support_SB 746.pdf

Uploaded by: Bruno, Timothy

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

I'm Dr. Tim Bruno; I earned my PhD at the University of Maryland, College Park, and now I'm a full-time professor at Howard Community College. Clearly I care about Maryland higher education, which is why I enthusiastically support bill SB746 and stand in solidarity with my adjunct colleagues. All community college faculty—adjunct and full-time—are public sector workers and thus deserve the right to decide for ourselves if we want a union.

COVID-19 has called into question the future of Maryland higher ed. The pandemic is no respecter of persons, and without safe workspaces for adjunct colleagues—including healthy, private office spaces for meeting with students—adjuncts, full-time instructors, and students alike will get sick. As colleges across the state make reopening plans, all community college faculty need the right to collectively bargain in order to guarantee students' safe learning conditions by guaranteeing our safe working conditions.

Maryland community college faculty have gone far too long without the basic right to choose, and it's long past time we had a say at our own workplaces. Nothing will better ensure a safe reopening and a healthy future for Maryland higher ed than the right to choose to collectively bargain.

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

In Unity,

Tim Bruno
Adjunct Professor

Bruce Casteel_Support_SB 746.pdf

Uploaded by: Casteel, Bruce

Position: FAV

March 4, 2021

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

Members of the Senate Finance Committee:

I have been teaching guitar for 56 years and at Howard Community College for 34 years. I am writing in **support** of the freedom of employees to decide if they wish to engage in collective bargaining. Senate Bill 746 is simply extending the same basic rights as our colleagues at four-year institutes, K-12 education, and even Montgomery Community College.

It is my opinion that the two most important things in life are health and education. Teachers in schools grades K through 12 are treated much better than adjunct college teachers. While the K through 12 grade teachers are not always treated the best, their situation is still much better than the adjunct college teachers, who are 75% of the college faculty. Why is this? Economically it is like the 1% of our population that controls and benefits financially with the middle class dissolving and the poor unable to rightfully participate. So I ask the Maryland legislature to please pass bill SB746 and begin to help the teachers in the community colleges who are doing their best to make our country the best in the 2nd most important aspect of our society: education.

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

Sincerely,

Bruce Casteel
Howard Community College

SEIU Testimony on SB746 Community Colleges - Colle

Uploaded by: Cavanagh, Terry

Position: FAV



Service Employees International Union

1800 Massachusetts Avenue, NW, Washington, DC 20036

Testimony in FAVOR of SB 746

Education – Community Colleges – Collective Bargaining

Senate Finance Committee

March 4, 2021

1:00 PM

Presented to: Delores G. Kelley, Chairman

By: Terry Cavanagh, SEIU

This bill has been before this committee in previous years.

It is important to know what the bill does and what it does NOT do and well as to understand the changes from the previous version of the bill.

WHAT THE BILL WILL DO:

1. Although there are several details of the bill, it really does one thing. It recognizes the right of staff and faculty at each of our 16 community colleges to organize and creates a framework to do that.
2. It puts staff and faculty on the same plane as over 200,000 public sector workers in Maryland, including K-12 teachers and staff, state workers, university staff, as well as employees of local government and others.
3. It is a right that almost all private sector workers in Maryland and across the country have by virtue of the National Labor Relations Act or other labor laws. This includes virtually all private colleges and universities.
4. Many states have long operated under similar laws for their community colleges, including Ohio, Florida, Wisconsin, Pennsylvania, New York, California and others.
5. First, it allows for people within a bargaining unit to circulate a petition for recognition.
6. Next, if a petition has sufficient support, it triggers an election or recognition.
7. Next, if a petitioner is successful in the election, they are certified as the exclusive bargaining representative.

8. If the two parties reach an agreement, the provisions of that agreement are put into effect as a collective bargaining agreement.
9. If the parties cannot reach an agreement, or if an agreement is not funded, the parties may reach impasse.
10. In impasse the parties may use a mediator to assist them in reaching an agreement
11. In impasse, the parties may resort to fact-finding or arbitration of non-economic issues.
12. If bargaining unit members are unsatisfied with their exclusive representative, they may access the petition and election process to revoke that status, or decertify the union.
13. It also recognizes and respects the bargaining units that were established prior to the introduction of the bill in Baltimore City, as well as Baltimore, Montgomery, and Prince George's Counties.

CHANGES FROM PREVIOUS VERSION

- The significant changes to the bill from previous years are two. First, due to the US Supreme Court's Decision in the Janus case, public sector workers in the United States may opt out of paying dues or fees to their exclusive representatives. The fair share fees language was deleted. In its place, we borrowed language from what the General Assembly passed applying to Maryland K-12 schools about providing the exclusive representative sufficient information to meet their responsibilities.
- The other change, which is on the last page of the bill, delays for one year negotiations over salary increases. This is in recognition that our community colleges may face significant financial uncertainty in the immediate future.

WHAT THE BILL WILL NOT DO:

Over the years, there has been a lot of misinformation or misunderstanding about what this bill would do. Let me clarify what it will NOT do.

1. It will not require anyone to become a union member.
2. It will not require anyone to pay dues or fees to any union, but does allow for dues to be paid.
3. It does not require agreement to be reached on salaries, benefits, or other issues, though it does require "good faith" negotiations.
4. It does not require OR ALLOW anyone to go out on strike.

5. It does not require ANY tuition increases. In fact, studies indicate that where collective bargaining exists, tuition increases are less than where it does not.
6. It does not require any college to pay money it does not have or cannot get.

You may ask yourself, “Given all the things this bill does NOT require, why would staff and faculty want to organize into a union?”

As with other states, the answers may be, they don’t. Some bargaining units may choose NOT to organize. However, they may believe that by joining together, their voice has a better chance of being heard. They may believe they are more likely to succeed in the mission of community colleges if they sit across the table from administrators as partners to resolve issues of common interest and common concern. They may believe their powers of persuasion will be greater, if they act in concert or collectively. Whatever their reasons to organize or not, we believe, and trust that you agree, they deserve the right to have that choice.

We ask for a **FAVORABLE REPORT on SENATE BILL 746**. Thank you.

Nicole Clem_Support_SB 746.pdf

Uploaded by: Clem, Nicole

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Nicole Clem. I am an adjunct professor of English to speakers of other languages at Prince George's Community College, and I support Senate Bill 746, The Maryland Community College Employees Freedom to Collectively Bargain Act of 2021. Community college faculty should not be excluded from the basic right to collectively bargain that so many other public employees in our state enjoy. With this right, community college faculty will be better poised to advocate for the kinds of higher education changes that Maryland needs to recover from COVID-19. This is because our working conditions are our students' learning conditions.

Adjuncts in particular need more advanced notice about which courses they will teach each semester. Right now, I do not know until, at most, four days before the first day of class whether or not my course will run. The earlier I can start lesson planning, the better my lessons will be and the better my students' learning outcomes will be, too.

Adjuncts need more formal opportunities to collaborate with adjuncts and full-time faculty in their departments. We ask our students to join clubs and make friends during their college experience to build social supports that will help them get through their courses and connect them to jobs after graduation. Adjuncts need this type of social support too, for our own professional development, but also so we can be informed about the college's services and draw students into campus life.

Adjuncts need to be included in conversations about policies and programs that affect them and their students. During the summer, colleges required faculty to take training in how to use PGCC's online learning management system (LMS) without asking us exactly what type of training we needed. The training was too little, too late. I had already figured out how to operate the LMS in the spring. What I needed were best practices for delivering content online.

This legislation needs to be passed this year to help our communities recover from the COVID-19 pandemic. There is no good reason to exclude community college faculty from the collective bargaining rights that most other public employees have. It is time to change this injustice and prepare our communities to rebuild our economy. **I ask you to vote yes on SB 746 and strongly urge a favorable committee report.**

In solidarity,

Nicole Clem
Adjunct Professor

Daniel Collins-Cavanaugh_Support_SB 746[1707].pdf

Uploaded by: Collins-Cavanaugh, Daniel

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Dr. Daniel Collins-Cavanaugh, Professor of Philosophy at Prince George's Community College. I am a full-time, tenured member of the faculty. I am writing to you in order to share my testimony in support of bill SB 746 – Education – Community Colleges – Collective Bargaining. I believe that all college faculty – full-time and adjunct, deserve the right to decide for ourselves whether or not to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy. It is a right I grew up with (my father was a member of the Association of Pennsylvania State College and University Faculty). Community college faculty, and all other community college employees, should have this same basic right. It should be denied them no more.

People join college faculties for a variety of reasons. For many of us, it is a calling. For all of us, it is a commitment to serve the higher education needs of the community. We want to be active and full partners with college administrations and the community at large so that we can bring our diverse expertise to the table and help move this state's educational needs forward. We want authorship and autonomy in our classrooms, because that is how real innovation gets done. We want security in our course assignments and equity across colleges in the allocation of resources. This is necessary to create a safe and stable learning environment. When people feel insecure in their employment and devalued in their position – especially a position that typically requires at least a Master's Degree as a minimum credential – it creates an atmosphere of instability which impacts students in their learning. It disincentivizes people from entering the field. It reduces college teaching to a gig. It should be a sought-after profession.

I would like to see faculty have the right to explicit and enforceable due process. I would like to see faculty have the right to objective mediation of disputes. I would like to see faculty have the right to meaningful and actionable participation in every aspect of academic life on campus. I would like to see adjunct faculty have the right to security in their positions. I would like to see all faculty have the right to meet with students in safe and professional circumstances. I believe that having a union will make faculty work harder, because they will feel secure in their positions and know that they have the solidarity of their colleagues and the law behind them when needed. I believe we want to be full partners – and for this, we need a union. When I see how our colleagues at Montgomery College work with their administrators to meet the challenges of today, I know that a union means partnership. I would rather work harder as a full, unionized partner, than to work less hard, but with fewer workplace rights.

In order to move the education needs of this state forward, in order to meet the twin challenges of educating through and after this pandemic and addressing systemic inequality, we need to have real workplace rights. One cannot educate students in the direction of a just society if one is denied justice in the very workplace which is supposed to deliver that education.

This is the year we finally pass collective bargaining rights for Maryland Community College employees! We can't wait any longer! We need strong, unified faculty to keep our community colleges running safely. More than that, with the importance of a college degree increasing every year, we need to make sure that our community colleges – the best option for so many of

Maryland's students and their families – are strong and vibrant engines for economic and social improvement.

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

In Solidarity,

Daniel Collins
Adjunct Professor

BaltimoreCounty_FAV_SB0746.pdf

Uploaded by: Conner, Charles

Position: FAV



JOHN A. OLSZEWSKI, JR.
County Executive

CHARLES R. CONNER III, ESQ.
Director of Government Affairs

JOEL N. BELLER
Deputy Director of Government Affairs

BILL NO.: **SB 746**

TITLE: **Education - Community Colleges - Collective Bargaining**

SPONSOR: **Senator Guzzone**

COMMITTEE: **Appropriations**

POSITION: **SUPPORT**

DATE: **March 4, 2021**

Baltimore County **SUPPORTS** House Bill 894 – Education - Community Colleges - Collective Bargaining. This legislation establishes collective bargaining for faculty and adjunct faculty in community colleges.

In the community college system, some maintenance workers, nurses, and college police are represented by the American Federation of State, County, and Municipal Employees (AFSCME). However, in most cases, these rights do not extend to faculty and adjunct faculty. In any school system, the faculty serve as the face of the school. It is the professors who administer a student’s education and work to improve the learning experience of college students.

As a former educator, Baltimore County Executive Olszewski understands how essential school faculty is not only to the students, but also to the performance of the school. Teachers and educators are relied on across the state to prepare the next generation of Marylanders for the future. In the past year, faculty have had to adjust and amend their practices to operate in unprecedented times with little to no preparation.

These educators, like so many other workers who manage the institution, deserve to have their voices heard and to speak as one. This not only will help employees, but also the school system, which will benefit from collective input from those who work with students directly.

Accordingly, Baltimore County requests a **FAVORABLE** report on SB 746. For more information, please contact Chuck Conner, Director of Government Affairs, at cconner@baltimorecountymd.gov.

Dawson SB746 Legislative Testimony.pdf

Uploaded by: Dawson, Marci

Position: FAV

2 March 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear Appropriations Committee:

For the past twenty-four years, I have been a full-time associate professor of English at a Maryland community college, and for the past few years, an adjunct at a second Maryland community college. **As a long-time community college educator, I support bill SB746 – Education – Community Colleges – Collective Bargaining.** Prior to my employment at my current community college, I was employed at a New Jersey community college where I was a member of a union. As a member of the only constituency specifically excluded in the state of Maryland from engaging in collective bargaining, I deserve the same rights as any other group to decide for myself whether I wish to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy, and community college educators, especially those who are part-time and easily exploited, should not be denied this basic right.

I learned the benefits of union representation when the New Jersey college with which I was employed eliminated my position without following appropriate procedures. With the assistance of the union, my position was reinstated. There are so many aspects of being a community college professor that are open to exploitation, not the least of which is workload, which for me has gradually and steadily increased since I began teaching. However, my take-home pay is the same today as it was in 2005. Every year I have added overload teaching and even taken a second (part-time/adjunct) position at another local community college just to continue to make ends meet. With that said, I am one of the lucky ones. Many of my exceptional colleagues do not share the job security of a full-time position. And the transition to remote instruction due to the COVID-19 pandemic has given rise to issues faculty have not had to face in the past, including engaging in unreimbursed professional development as well as the uncertainty of what requirements we may face as we are required to return to campus.

Having the right to collectively bargaining will enable us to negotiate beyond simply increased compensation. It will enable us to do what we have been hired to do—what we are passionate about doing—providing students with the best possible education that will propel them toward success. We must be ensured what many take for granted—job security (particularly for adjuncts who may or may not be hired each semester), the ability to work according to health needs (for instance, not being forced to choose between in-person teaching and leaving a job due to possible COVID exposure), the ability to participate more fully in shared governance, and to collaboratively create appropriate evaluation plans as well as the choice to maintain a tenure system. Faculty are the soul of the institution; with the ability to collectively bargain, we can continue to serve our students and our communities.

I am confident that this is the year for this legislation to pass. Faculty deserve voice, and that can be accomplished by passing this legislation, which is vitally necessary to keep Maryland's Community Colleges preparing the future citizens and leaders of this great state. **I ask you to vote yes on SB746 and strongly urge a favorable committee report.**

Brendan Diamond_Support_SB 746.pdf

Uploaded by: Diamond, Brendan

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

I am an Associate Professor of Physics and Astronomy at Howard Community College, living in Columbia (District 13). I **support** the freedom of employees to decide if they wish to engage in collective bargaining. Senate Bill 746 is simply extending the same basic rights as our colleagues at four-year institutes, K-12 education, and even Montgomery Community College.

My support stems from reasoning bolstered by personal experience. I was far more fortunate than most instructors, because I began my teaching career with a full-time position immediately out of graduate school. It was soon apparent that my path was an exception and that colleges often use adjunct faculty as a commodity regardless of an employee's experience. The students' experience is degraded as unreliable part-time gigs provide poor incentives for potential teachers, and make time investments impractical for adjunct faculty.

We should consider if the claims of opponents to this bill are against collective bargaining on principle, or if their concerns are specific to SB0746. Do the claims provide sufficient evidence? The bill's intent is explicit, shared by all involved, and described in the proposed section 16-702 to "...PROMOTE HARMONIOUS AND COOPERATIVE RELATIONSHIPS WITH THE PUBLIC EMPLOYEES OF THE COMMUNITY COLLEGE SYSTEM..." because our instructors' working conditions are our students' learning conditions.

The effectiveness of an organization in achieving a mission rests upon the incentives and behaviors of the members of that organization. It is clear to me that the driving incentives for faculty is the lifetime success of our students, and the behaviors exhibited by faculty align with the best outcomes for our students. On a weekly basis I see instructors reaching out to students to assist at all hours of the night, acting as tech support and counselors to students new to college. Simultaneously they stimulate deeper thought on how we know, not just what we know to develop the critical thinking required of our citizens for a functioning democracy. Collective bargaining is a way to minimize the distractions that pull faculty away from the shared outcome of student success.

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

Sincerely,

Brendan Diamond, PhD
Associate Professor Physics/Astronomy

Favorable SB 746 - Education - Community Colleges

Uploaded by: DUMAIS, BRIG

Position: FAV



Official Testimony
SB 746 - Education - Community Colleges - Collective Bargaining
Position: **FAVORABLE**

Chair Kelley and Members of the Senate Finance Committee,

My name is Ricarra Jones and I am the Political Director of 1199SEIU United Healthcare Workers East. We are the largest healthcare workers union in the nation – representing 10,000 healthcare workers in Long-Term Care facilities and hospitals across Maryland. Our union supports SB746: Community Colleges Collective Bargaining and urge the Committee to issue a **favorable** report.

This legislation will establish collective bargaining rights for certain employees at community colleges. As a labor union, we believe all workers should have the right to organize, unionize, and bargain with employers for better working conditions. One of 1199's many victories throughout our history was in 1962 when we successfully pushed Governor Rockefeller in New York to sign a collective bargaining law allowing hospital workers to unionize for the first time. We stand in solidarity with our sister union SEIU Local 500 in their fight for collective bargaining because our members know firsthand how the right to form a union had a positive impact on their lives, and we want that positive impact to be extended to community college employees.

Over 100,000 public school employees in K-12 schools have the right to collective bargaining, in addition to 60,000 state workers and 4,000 faculty and staff at four community colleges already. This bill will make sure more educators and school staff have the same rights other educators have already won. When our educators are taken care of, students receive a better education, and that benefits every Marylander. Please vote **YES** on SB746: Community Colleges -- Collective Bargaining.

Sincerely,

Ricarra Jones
Political Director
1199SEIU UHE
ricarra.jones@1199.org

SB 746 - MD DC AFL-CIO - SUPPORT.pdf

Uploaded by: Edwards, Donna

Position: FAV



MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

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**SB 746 – Education – Community Colleges – Collective Bargaining
Senate Finance Committee
March 4, 2021**

SUPPORT

**Donna S. Edwards
President
Maryland State and DC AFL-CIO**

Madam Chair and members of the Committee, thank you for the opportunity to provide testimony in support of SB 746 – Education – Community Colleges – Collective Bargaining. My name is Donna S. Edwards, and I am the President of the Maryland State and DC AFL-CIO. On behalf of the 340,000 union members, I offer the following comments.

In a recent Executive Order, President Biden reaffirmed the position of the United States on collective bargaining rights by stating “*It is also the policy of the United States to encourage union organizing and collective bargaining.*”¹ We believe that the State of Maryland should follow the lead of the United States and do the same.

SB 746 establishes a collective bargaining process for local community colleges and Baltimore City Community College (BCCC) employees including full-time faculty, part-time faculty, and staff, but excluding officers, supervisory or confidential employees, and student assistants. Our affiliates, CWA Local 2100, AFSCME 67, AFSCME 3 and AFT MD currently represent several hundred employees on various community college campuses, and actively negotiate collective bargaining agreements with the college administrations.

We urge support of SB 746 to allow the faculty and staff of all of Maryland’s Community Colleges, to decide in a fair election if they want to be represented and have a collective voice in negotiating with the college administration to improve working conditions and ultimately positive outcomes for the college and students.

We ask for a favorable report on SB 746.

¹ <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/22/executive-order-protecting-the-federal-workforce/>

SB 746 - MoCo - CE (GA 21).pdf

Uploaded by: Elrich, Marc

Position: FAV



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

March 2, 2021

TO: The Honorable Delores G. Kelley
Chair, Finance Committee

FROM: Marc Elrich
County Executive

RE: Senate Bill 746 – *Education - Community Colleges - Collective Bargaining* –
Support

I am writing to express my support for Senate Bill 746, legislation that grants collective bargaining rights to employees at Maryland's community colleges.

As County Executive, my experience negotiating with police officers, firefighters, and other public employees with collective bargaining rights has been positive. In fact, we have found that even when budgets are tight, we have been able to resolve issues large and small, both economic and non-economic, in negotiating with organized employees. When workers have a seat at the table, organizations run smoother. *In Montgomery County, staff and faculty at Montgomery Community College have their rights to organize and collectively negotiate recognized, which has benefitted students, faculty, staff, and the general public alike.*

Now that Maryland is looking for a way forward during and after COVID, we need to recognize the central role our community colleges will play. Already they provide an affordable education to young Marylanders, and they will no doubt be the source of professional retraining for workers who need a fresh start in the new economy. For so many Maryland workers, our community colleges will be the lifeline they need to recover after COVID. Making sure that instructors and staff can collectively bargain will be essential to the smooth operations of community colleges in this rapidly evolving environment. Educators and student-facing staff bring to the table the first-hand knowledge administrators need to make informed decisions about the future of their colleges during and beyond COVID.

The Honorable Delores G. Kelley

Re: Senate Bill 746

March 2, 2021

Page 2

The State of Maryland bargains collectively with its public employees, yet at some of our community colleges, we still have public employees who are denied their right to collectively bargain. Not only do I appreciate the value and efficiency that comes from collective bargaining, but it has become clearer since COVID began that workers need to have a seat at the table.

I ask that the Committee advance this bill. Supporting students, faculty, and staff of our community colleges is the right thing to do and can be done this Session.

cc: Members of the Finance Committee

lesha Fields_Support_SB 746.pdf

Uploaded by: Fields, Iesha

Position: FAV

March 4, 2021

RE: Senate Bill 746-Education-Community Colleges-Collective Bargaining

SUPPORT

Dear Members of the Finance Committee,

My name is Dr. Iesha Fields, and I am an adjunct faculty member at Prince George's Community College Largo Campus. I have served as an adjunct since 1997, and I am writing to show my support for bill SB746. I believe in workplace equality and the right to be represented by a union. Unions play a major role in the workforce, and community college workers should not be denied the basic right that others enjoy.

Like everyone else, I have been impacted by the COVID-19 pandemic. As an instructor, I have been required to change my teaching practices while trying to maintain a sense of normalcy at home with three school-aged children who are also working from home. One of the most difficult aspects of this pandemic is the feeling of uncertainty. As I get older, job security and the health and well-being of my family matter more than ever. Adjuncts don't enjoy the same benefits as their counterparts. There is no job security, health benefits, or shared governance. We are treated like day workers rather than professionals. While we are expected to perform the same duties as our colleagues, there is little equality in how we are treated. For example, in a few weeks, everyone will be expected to return to work in person, even though some of us will not have health insurance if we contract COVID-19 at work. A union is necessary in situations like this to ensure the safety and fair treatment of all workers.

This year is my 24th year as an adjunct. My enjoyment of the job is the reason I continue to do the important work I do. However, I do believe that we deserve a seat at the table. Community colleges play a key role in education, and we need your support. I am asking you to vote yes on SB 746 and strongly urge a favorable committee report.

Respectfully,

Iesha Fields, PhD
Department of Biology
Natural Sciences and Engineering
Prince George's Community College
Phone: 301-546-4914
E-mail: fieldsip@pgcc.edu

Audrey Gaquin_Support_SB 746.pdf

Uploaded by: Gaquin, Audrey

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Audrey Gaquin, and I am an Adjunct Instructor in English as a Second Language at Anne Arundel Community College, in Anne Arundel County. I support bill Senate Bill 746 – Education – Community Colleges – Collective Bargaining. It is time for adjunct instructors, who are the backbone of the learning process in community colleges, to have a voice. It is time for us to be allowed to decide for ourselves whether we wish to be represented by a union. At present, no one represents us. Over 200,000 other public sector workers in our state exercise this right. Community college employees, regardless of their status as part-time or full-time or staff, should have this right.

The COVID-19 pandemic has caused significant disruption for my colleagues and me, principally because it has made already existing problems worse, especially those involving contact with students, job security, health and safety, and participation in academic decision making. We know that collective bargaining would help us negotiate with the administration in these areas, most of which affect both ourselves and our students.

Maryland's Community Colleges are able to function and remain affordable because of adjunct instructors. We deserve a seat at the table. This is not asking for a favor. This is asking for our right as important contributors to a valued state institution. This legislation is needed to keep Maryland's Community Colleges running safely and building Maryland back better after this pandemic is over. **I ask you to vote yes on Senate Bill 746 and strongly urge a favorable committee report.**

In unity,

Audrey Gaquin

Shana Goetsch_Support_SB 746 (1).pdf

Uploaded by: Goetsch, Shana

Position: FAV

March 4, 2021
Maryland Senate Finance Committee
Bill Hearing - SB 746 - Education - Community Colleges - Collective Bargaining

SUPPORT

Members of the Finance Committee:

I am writing to support collective bargaining for adjunct faculty at community colleges in Maryland. I have been an adjunct for ten years, and I currently work at three different schools. It has been consistently difficult for me to scrape together three courses per semester. Let me repeat that I have three jobs and can often only garner one course per school. At this rate, I will never breach yearly earnings of 20 thousand. I technically live in poverty and have no health insurance, no job security. I have two masters degrees and multiple post secondary teaching certifications.

Despite these facts, I keep up with my professional development for three schools, and learn new programs for three different schools (all of this unpaid). I have three email accounts that I check and correspond within every day, in addition to my personal email. I traditionally go on multiple job interviews every year. For an adjunct position, my job applications are often over 30 pages in length, according to documents required -- for a job that will pay me 3K if I am lucky. But I do it because I have to, and this is the broken system I am in.

Each year I lose at least one course at the last minute due to low student numbers. At that point in the semester, it's just a loss that I cannot remedy. The money is lost, it's too late to look for another job....*and why should I need FOUR jobs anyway?*

I consider myself a real asset. I am able to, and expected to be able to teach eight different courses at the drop of a hat. This past semester, I was asked to get a course and syllabus together in less than 2 days, I have done this before, in less than a week. It's a rare ability to roll with the punches as well as I have been. And after ten years, I am tired of this. I have no ability "to break the glass ceiling" because full time jobs are just not available. There is no ability to grow into or advance to a full time position for me. This is it.

Teaching has always been my dream. I came to Maryland from Wisconsin, specifically to attend graduate school so that I could teach in post secondary education. I knew that teaching was never going to be a high paying job, but I never imagined it would be this bad. But now, I am faced with the task of mentoring students who often also want to be teachers --and so what do I tell them? The above truths? How do I encourage them into this profession when I feel so discouraged, pushed out? Do I tell them it's the best career I would ever hope to have, that teaching lights me up and excites me like nothing else...but that I am devastatingly undervalued all the same? Seriously, do I tell them to get ready to starve?

Thank you for your time and consideration,

Shana Goetsch

Karen Grossman_Support_SB 746.pdf

Uploaded by: Grossman, Karen

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

Dear Members of the Finance Committee:

I am Karen Grossman and I have been an adjunct professor at Howard Community College since 2007. Previous to that, I was an instructor, department chair, teacher's union representative, and arts advocate in the Montgomery County school system and Art Education Association for over 30 years. I am in support of bill SB746 – Education -- Community Colleges -- Collective Bargaining.

I have really enjoyed my opportunity to teach at HCC, but the need for a union at the college level was one of the first things I noticed when I began teaching here. Although the college provides *some* opportunities for adjunct input, we need and deserve the right to have the same collective bargaining that over 200,000 public employees enjoy in the state of Maryland.

When Covid-19 hit last March, instructors began preparing to teach their courses online. I did not get that choice because the courses I have taught were cancelled due to logistics. The only one in our department who is still teaching is the chair, and she is using another medium to teach her course. After serving HCC for over 13 years, I was appalled at the lack of transparency of consistent communication from the administration in how they were going to restructure – it has had a tremendous impact on the faculty that could be described as a professional breach of trust. This is not a way to treat professionals you appreciate and want to keep.

Collective bargaining would allow us to have a seat at the table with our administration to negotiate future compensation, job security, professional development funding, advancement, health and wellness, etc. Without it, we have no say in the terms of our contracts or working conditions and are left to the whims of our administrators. They know without it, they have no obligation to make any changes to our current conditions which can have a direct impact on our students.

I have obligated myself to the education of our young people for the past 40 years – it is a pledge that draws a hopeful citizenry to our shores. Knowing the commitment you *also* have to excellent education in the state of Maryland, I strongly urge you to vote “YES!” on SB 746.

In Solidarity,

Karen Grossman
Adjunct Professor

Paulette Guy_Support_SB 746.pdf

Uploaded by: Guy, Paulette

Position: FAV

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Finance Committee:

My name is Paulette Guy and I am adjunct faculty at Prince George's Community College in Largo, Maryland. I am in support of Senate Bill 746 which in essence would give community college employees a voice at the table. Just as other public sector workers were given the right to choose for themselves whether or not to be represented by a union, I believe I also should be given that fundamental right.

As you know COVID-19 has greatly impacted our state, nation and the world. Bringing it closer to home; COVID-19 has impacted the community college and me personally. Before COVID-19 I taught CPR and First Aid classes regularly at the college and in the community. Twenty twenty-one marks the 30th year of teaching for the college. The CPR Training Center (TC) at Prince George's Community College (PGCC) has been on lockdown since April 2020 because of COVID-19. This means all the CPR instructors under PGCC's TC that were teaching at the college or in the community have been unable to conduct classes. American Heart Association, National Safety Council and other organizations have lifted their ban on in-person classes but PGCC's training center remains on lockdown. CPR is an essential service but the training center remains on lock down in spite of the fact some other departments are allowed to conduct in person classes or labs. My voice is not able to be heard at the present. If I and other instructors were allowed to collectively bargain things might be different. Classes could have been conducted safely and in compliance with CDC and American Heart Association (AHA) guidelines. Neither the TC nor any of the instructors were given a voice in the choice to remain on lockdown. Other training centers have safely been conducting CPR and First Aid classes but since the instructors at PGCC have no voice we have not been able to provide an essential service to so many. Collective bargaining could have paved the way for the reopening of our training center but because we have no voice, we have had no say in the training center reopening.

This is the year to give community college employees a seat at the table. I urge you to pass this legislation so our voices can also be heard. This legislation is needed to help maintain Maryland community colleges as safe, employee friendly and community minded places of higher learning. I ask that you vote yes on SB746 and strongly urge a favorable report.

Sincerely,

Paulette Guy

Nadene Houser-Archield_Support_SB 746.pdf

Uploaded by: Houser-Archield, Nadene

Position: FAV

March 4, 2021

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

Dear Chairperson Kelley and members of the Finance Committee:

My name is Nadene Houser-Archield. I am a professor at Prince George's Community College. I have been at this institution for twenty years. The lack of shared governance has been a continual issue. Between 2003-2005 we conducted our Middle States Accreditation review and passed 13 of 14 accreditation standards. The only standard we failed was Governance. Middle States found that governance was not shared at our institution, and to paraphrase, was in the hands of the administration. At <https://www.pgcc.edu/about-pgcc/leadership/college-governance/> the college defines Governance as follows: "Governance is the process of establishing policies, procedures, regulations, and practices of institution-wide significance." Further, this official page states, "the system of governance at Prince George's Community College is one of a collaborative nature grounded in integrity, transparency, and respect." Below, I give three bits of fairly recent evidence to demonstrate our process of governance is top-down, with insufficient collaboration, transparency, and respect."

In the summer of 2020 PGCC welcomed our new president. In keeping with a national average of approximately 26 – 29% faculty representation on presidential selection committees, our faculty requested the same; but in a strong-handed manner the administration limited our representation to an approximate 10 – 15%.

On February 3, 2021, our Provost presented faculty with a new contract draft. The proposed changes are significant. As does the administration, the faculty need experts in contract law to weigh the consequences of this legally binding document and to contribute to it.

I have served on the Faculty Grievance Committee as both a member and as Chair. Informal resolutions of grievances tend to go well. However, when there have been formal grievances involving the administration and faculty, the faculty is always at a tremendous disadvantage. Our College Code is a massive document replete with legalese. Faculty do not have expertise or time to interpret this type of law. Nor do we have the resources to hire attorneys.

In recent years, the numbers of mandatory trainings and mandatory meetings have tremendously increased. This together with meeting numerous requirements for achieving satisfactory evaluations, and significant uncompensated time required for instrument setups, running diagnostics, preventative maintenance, consumables inventories, etc. increases work hours significantly beyond 40 per week.

PGCC faculty are dedicated to the college and our students. Last spring when COVID hit, faculty gave up our spring breaks to work night and day, for two weeks, preparing such that our students would successfully finish the semester. Across the disciplines we were team players and never did we request compensation. In that short time, we went through trainings to learn several new softwares and methodologies, and revamping teaching materials to enable teaching remotely. In chemistry, we banded together to convert the laboratories to remote synchronous experiences. This was a tremendous undertaking.

Across the disciplines, we came through for PGCC with flying colors because we are content

area experts. We are not labor-law attorneys or negotiators and are requesting equal and fair treatment under the law, by having those whose expertise is collective bargaining represent us. We are faculty, not the military or government employees therefore collective bargaining is not incompatible with our mission.

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

In solidarity,

Nadene Houser-Archield
Adjunct Professor

Mary Jeter_Support_SB 746.pdf

Uploaded by: jeter, Mary

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Mary Jeter. I am an adjunct faculty member at AACC. I have been teaching with the ABS/GED program since 2011. I support Senate Bill 746-Education – Community Colleges – Collective Bargaining. I believe that MD adjunct faculty should have the opportunity to decide to have a union represent us. As an adjunct faculty member, I deserve for my voice to be heard. I want the administration to respect me as a credentialed professional teacher because I have more than 40 years of teaching experience.

Communication is not an active conversation but an email that gives directions of what I am required to do. I am paid only for my teaching hours each week. It is expected for me to be prepared. I am required to submit a class agenda. I am required to check my work email daily. All of this is required without any compensation and on my personal time. I spend at least five hours per week for preparation. I am not paid for checking my email, gathering materials, correcting student work, completing records, and communicating with my students. When Zoom came, no one asked what I needed. I wasn't promised the classes that I had been teaching for the past 9 years. Class size continues to increase. I bought a second screen for my computer to enable me to see all of my students and present my class notes. Communication with my students is on my time and my personal cell phone. Why can't I be afforded an opportunity to have collective bargaining to discuss these difficulties that I meet on a daily basis?

This is the year to get it done. Please give us a voice at a table. Help unmute our voices. Let all adjunct faculty know that they are allowed to speak for their rights. Pass the legislation that will give us collective bargaining rights. We need to be a partner in this education process as we continue through this pandemic crisis. Help us to make Maryland a better place for adjunct faculty to teach.

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

In solidarity,

Mary W. Jeter

Adjunct Professor

Mary Kambic_Support_SB 746 (1).pdf

Uploaded by: Kambic, Mary

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Mary Kambic and I have been an adjunct instructor at Baltimore City College (BCCC) and the Community College of Baltimore County (CCBC) in Catonsville for a total of eighteen years. During this time, I have witnessed situations and treatment of adjuncts, from the failure of part-time faculty to receive pay for three months, with no explanation or communication from the college administration, to the everyday lack of protections that are guaranteed to other employees of the public sector. After experience of absolutely no job security, no benefits, and no assurance of classes assigned to faculty each semester, I am happy to stand with my colleagues in support of SB746—Education—Community Colleges—Collective Bargaining. We are convinced that we should have the right, along with our brother and sister workers, to decide whether or not we want to be represented by a union.

We consider our quest for formal representation as also benefiting our students. Our working conditions impact our students, not only in classroom situations, but in our contacts in meeting privately with students, ability to be paid for office hours, and facilitating availability which adjuncts presently do not have. Also, more importantly, agreed upon standards for teaching will hold faculty to accepted standards so poor teaching can be rooted out. Adjuncts can help the colleges guarantee responsible standards for students.

My experience working with people organizing for basic rights impacts my position today. I began working with farmworkers during the Grape Boycott of Cesar Chavez back in the late 60s. Seeing how a community of laborers forced an elite group of growers to see them as people deserving rights to clean water, protection from pesticides and the right to decide their working lives stay with Americans to this day. Chavez always said there was no justice until employers sat at the same table with their employees. Maryland community college adjunct faculty deserve the same experience. I ask you to vote yes on SB 746 and strongly urge a favorable committee report.

In Solidarity,

Mary Kambic

Ermias Kassaye_Support_SB 746.pdf

Uploaded by: Kassaye, Ermias

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Ermias Kassaye. I studied Physics and Applied Mathematics at Addis Ababa University, Ethiopia; and University of Capetown, South Africa. I have been teaching undergraduate Physics and Mathematics courses at different universities and colleges for more than 12 years. My teaching experience has spanned from teaching Elementary College Mathematics and Introductory Physics to Advanced Calculus and Quantum Physics. I have been teaching mathematics courses at Howard Community Colleges since 2017 as an adjunct faculty member.

I am writing this letter in support of a bill SB746 – Education – Community Colleges – Collective bargaining. The bill aims at achieving better working conditions, providing quality education for students, and improving the teaching and learning process of our institutions.

The COVID-19 pandemic has changed our activities significantly. It gives a lesson for workers the need to speak on their own health and safety. It is with this fact that workers need to be heard and have a seat at the table.

It is known that community colleges have produced essential work forces to the country. Their contributions for the community in preparing for careers and advanced studies are immense. The role of instructors and staff at community colleges is indispensable for the success of the students. Thus, the working conditions of community college staff and faculty significantly affect the student's learning conditions.

Therefore, I strongly support the collective bargain to protect student's health and safety, advocate for better learning conditions, and to prepare students for careers post COVID-19.

Your support, which I am asking you, is crucial in order to pass the legislation. All adjunct professors need a seat at the table where so many decisions are being made about us and our working conditions.

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

In unity,

Ermias Kassaye
Adjunct professor

Deborah Kent_Support_SB 746.pdf

Uploaded by: Kent, Deborah

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Senate Finance Committee:

My name is Dr. Deborah Kent and I am Professor of Music at Howard Community College in Columbia MD. I support senate bill SB746 – Education – Community Colleges – Collective Bargaining.

Without Collective Bargaining we have no input into the terms and conditions of our contracts or our working conditions. With Collective Bargaining there is the opportunity to be a part of negotiating job related issues such as job security, compensation, professional development funds, annual appointments, rank advancement and tenure, health and wellness, and the development of secure adjunct positions, something I believe should have been done years ago. With this bill, there would be a place at the table of Joint Labor Management Committees with clout rather than nominal representation. This bill does not mandate a union or union membership, we would be able to exercise our right to choose whether to join a union or not. If we have learned anything from the COVID pandemic, it's that all workers need to have a say in their workplace.

In the last year, we have all undergone overwhelming challenges to our lives because of COVID-19. We in the education field have been able, for the most part, to adapt to the needs of our students but it has not been without a great deal of sacrifice. That sacrifice has been on many fronts, including additional financial expense to fund needed equipment, giving hour after hour for emergency training, having to take the extra time needed for setting up and operating our classes online, all the while juggling the needs of our families and personal lives. Both full-time and adjunct faculty members have been expected to fulfill all these needs, without guarantee that there would be a position for them in this new climate. I can assure you that without *all* our faculty, especially the most vulnerable to job instability, the adjuncts, we would be forced to shut down many of our learning pathways, thus making educational goals unattainable for many of our students. I can also assure you that faculty and staff know best what our students need to succeed.

I do not know of a single colleague, full or part-time, who is not fully committed to our students. It is time for us to get the kind of supportive working conditions that other professionals have.

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

Sincerely,

Deborah Kent

Addison Landers_Support_SB 746.pdf

Uploaded by: Landers, Addison

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

I have taught for over six years as an adjunct professor at Howard Community College. I am a professional designer and educator who has worked with global brands and local non-profits. I obtained a master's degree in my field so that I could work in a professional setting where I can share my knowledge with others and help them to improve their lives.

I support bill SB746 – Education – Community Colleges – Collective Bargaining, because I believe that I should have the ability to elect union representation, a right that many public sector employees enjoy that I am denied. I deserve a seat at the table, all adjuncts deserve a seat at the table.

Having the ability to negotiate working conditions will not only help educators but will benefit our students and the community. Adjuncts like myself believe in our mission and in our students' success. A lack of consistency and transparency with adjunct schedules and course offerings, is one area of concern. Increased governance for adjunct educators will enhance our respect and ability to serve the community.

This legislation is critical to improving Maryland community colleges, for both the educators, students, and community.

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

In solidarity,

Addison Landers
Adjunct Professor

Kim Lungociu_Support_SB 746.pdf

Uploaded by: Lungociu, Kimberly

Position: FAV

March 4, 2021

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

Dear Chairperson Kelley and members of the Finance Committee:

I have taught at a Maryland community college since 2018, where I teach English as a second language. Any teaching experience involves an engaged and mentorlike relationship with students, and that takes long hours - many more than are spent in the classroom. But helping people who are trying to adjust to a new country may be even more demanding. Often the professor is the main “go to” for all kinds of information about how to navigate a new home.

Unfortunately, although I have loved having this supportive role with my students, I find that without the ability to join together in union with my colleagues, I, like so many others, lack sufficient professional support. This makes matters from professional development to engaging with our campus communities especially difficult for adjunct and part-time faculty, who do not always have the same resources at our disposal as our full-time colleagues. During the pandemic, when we have had to scramble to rework our courses for online virtual learning, this lack of support has been all the more apparent. As we look to resuming in-person learning, with all of the health and safety risks that will entail, it is more important than ever that adjunct faculty have a voice and a means of expressing our ideas and concerns. Experience has shown that the only way we can gain that voice is through collective bargaining.

Adjuncts have been the primary source of instruction at Maryland’s community colleges for years, but we still do not yet have a seat at the table. We are truly the serfs of higher education. Now that we find ourselves to be vital in preparing Marylanders to become productive members of our community in a post-COVID economy, we need the support of our administrations. A union will bring this badly needed support.

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

In solidarity,

Kim Lungociu

Adjunct Professor

Jon Mack_Support_SB 746 (1).pdf

Uploaded by: Mack, Jonn

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee,

My name is Jonn Mack, and I am a full time Professor at Prince George's Community College. I am a fervent supporter of SB746 – Education – Community Colleges – Collective Bargaining. Having been a Union Member (Prince George's County Professional Fire Fighters and Paramedics Association Local 1619 retired) since April of 1999 I see the benefits of collective bargaining. I would hope that you would see that those who are educators in Maryland should enjoy the same ability to bargain as 200,000 public sector employees including many who work as firefighters, paramedic, police officers, and K-12 educators.

During the last year like all businesses, community colleges had some tough times. Professors have had to change our teaching styles rapidly without much training. We had to restructure our classes and our schedules to ensure that we are serving our students who are immensely stressed, and now are facing a pandemic for the first time in five generations. This pandemic has stressed every aspect of interpersonal relationships, and changed our educational philosophies forever.

Like many, we in higher education are now working from home. Due to our lack of separation between work and home, we are finding that many of us (who were already working 60+ hours a week) are now exceeding those hours due to increased responsibilities, mandatory trainings, and professional developments for online education. With the increased hours and responsibilities, there has been no discussion about the mental health of employees or how to ensure that we are not on the verge of burnout.

This year is even more important than ever to pass legislation. Some schools are working to implement changes to faculty contracts from the viewpoint of administration without discussion or negotiation from the professors that will be directly impacted. Our police force, administrative assistants and maintenance workers have the ability to have a say in their contracts and as an educator in the same workplace we should have a say over our contracts as well. We as educators need this bill to pass. I ask you to vote yes on SB 746 and strongly urge a favorable committee report.

Sincerely,

Jonn Mack

Professor

Keith Mathias_Support_SB 746.pdf

Uploaded by: Mathias, Keith

Position: FAV

3/4/2021

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

Dear members of the Senate Finance Committee:

My name is Keith Mathias and I am an adjunct faculty member at Howard Community College in Columbia, Maryland and Carroll Community College in Westminster, Maryland. I am writing to you today in support of bill SB746 - Education - Community Colleges - Collective Bargaining.

Currently, community college faculty are denied a fundamental right enjoyed by over 200,000 other public sector workers: the right to decide for ourselves whether we wish to be represented by a union. Many adjunct faculty members like myself teach at multiple community colleges, driving all over the region to do so. We also regularly see our courses cancelled or reassigned at the last minute without any compensation for the hours of labor spent preparing our courses. Without reasonable assurance that we will be employed from semester-to-semester, we are often scrambling to create authentic and engaging learning experiences for our students at the last minute. Collective bargaining would be the first step toward the kind of stability and support that would allow adjunct faculty to create the kinds of learning experiences that our students deserve. Our working conditions are their learning conditions.

These glaring inequalities have only been laid more bare by the COVID-19 pandemic. Without input on health and safety protocols or adequate compensation for the hours of training and additional equipment/materials that we have purchased, faculty like myself have struggled to adapt our teaching to a remote setting. These struggles invariably show up in our classrooms, negatively impacting our students. With collective bargaining, faculty, staff, and perhaps most importantly, our students will all benefit. Again, the working conditions that faculty face are the learning conditions our students face.

This bill is not a mandate that community colleges unionize, it simply gives us the freedom to choose for ourselves. We understand how essential our labor is to the future of not just the state of Maryland, but the country as a whole. We need to have a seat at the table, and this is the year to make that change.

I ask you to vote "yes" on SB746 and strongly urge a favorable committee report.

In solidarity,

Keith W. Mathias
Adjunct Faculty

Chris McComb_Support_SB 746.pdf

Uploaded by: McComb, CC

Position: FAV

March 4, 2021

**BILL HEARING: Senate Bill 746 – Education – Community Colleges
Collective Bargaining**

SUPPORT

Dear members of the Senate Finance Committee:

My name is Chris McComb and I'm an adjunct professor at Prince George's Community College (PGCC) and the University of Maryland Global Campus (UMGC). I support bill SB 746 – Education – Community Colleges – Collective Bargaining because I believe that every individual deserves to have a voice in decisions that impact our ability to earn a living.

Enrollment in community colleges declined significantly due to the COVID-19 pandemic. As adjuncts, my colleagues and myself are not guaranteed credit hours and, because of reduced enrollment, many of us faced drastic reductions in course work. I received the Faculty Excellence Award for Part-Time Faculty in 2019 from PGCC and an Outstanding Adjunct Faculty Award from UMGC in 2020, yet I still only got a 60% schedule at the community college. Even with my reduced course load, I still regularly spend much more than forty hours, sometimes upwards of fifty hours per week teaching classes, prepping, and grading, and most importantly, spending time with my students.

I've always prided myself on developing a rapport with my students. To thrive, students need to feel a connection -- now more than ever. My classes are regularly filled with former students taking follow-up classes with me or with new students who have been referred to me by my former students. When they ask what classes I'm teaching next semester so they can stay with me, to continue that bond, I always feel badly - and somewhat ashamed - because I can't answer them. I don't know what my schedule will be until right before the next semester begins.

This has been a difficult year for everyone, to say the least. I am extremely lucky that my family and I have been healthy, and I would never presume to compare my struggle with that of anyone who has been more directly affected by the COVID-19 pandemic. However, the circumstances of the past year highlight the value of teachers who are passionate about their students but endure unfair treatment because their voices are ignored.

This legislation is fundamental to keeping Maryland's Community Colleges running effectively and rebuilding the state as we recover and rebuild from the devastation of the COVID-19 pandemic.

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

In Solidarity,

Chris McComb

AFSCME Council 67-FAV-SB746.pdf

Uploaded by: Middleton, Glen

Position: FAV



AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO

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Testimony

SB 746 – Education – Community College – Collective Bargaining Support

AFSCME Maryland Council 67 **SUPPORTS** SB746 which authorizes employees at all of the Community Colleges across Maryland the opportunity to form, join, and participate in employee organizing and other activities related to collective bargaining. The bill strikes a proper balance between an employee's rights to organize, while ensuring that everyone in the bargaining unit has a vote on determining whether to participate.

AFSCME Council 67 knows that employees that are allowed to organize are associated with higher productivity, lower employee turnover, improved workplace communication, and a better-trained workforce. Obviously, these items represent benefits for the employer as well. In addition, employers see increased morale, more invested employees and greater safety in the work place. Studies show that the presence of unions increases the degree of safety at a workplace, according to the AFL-CIO. In the study, American Rights at Work, by Baugher and Roberts, "Only one factor effectively moves workers who are in subordinate positions to actively cope with hazards: membership in an independent labor union." This is because union members have a voice to address job hazards as well as a voice to cope with job stressors.

AFSCME Council 67 would also like to stress that allowing employees the right to collective bargaining has brought about many of the benefits that most employees, public and private, take for granted. The list of benefits is long, but here are a few to keep in mind; weekends, lunch breaks, paid vacation, FMLA, sick leave, social security, minimum wage, 40-hour work week, overtime, child labor laws, occupational safety and health act (OSHA), worker's compensation, veteran's employment and services (VETS), pensions, unemployment insurance, equal pay acts of 1965 and 2011, etc. Without the rights to collective bargaining, many of these protections may have never materialized for the American worker.

AFSCME Council 67 strongly supports SB 746 and asks for a **FAVORABLE** report.

Collective Bargaining Testimony.pdf

Uploaded by: Millar, Amy

Position: FAV

TESTIMONY IN SUPPORT OF SB 746

Maryland Community College Employees– Freedom to Collectively Bargain Act of 2021

To: Hon. Guzzone, Chair and Members of the Senate Finance Committee

From: Gino Renne, President, UFCW Local 1994 MCGEO, International Vice President, UFCW Local 1994

Dear Chair Kelley and Members of the Senate Finance Committee,

The members of Local 1994 MCGEO support **SB 746 – Maryland Community College Employees – Freedom to Collectively Bargain Act of 2021**. Local 1994 members work in public services in Montgomery County, Prince George’s County and in other areas of Maryland. Strong public services are the foundation of strong, stable communities and often serve our most vulnerable and needy populations. Our members fight to provide quality services to the people they assist and can feel confident when they advocate to improve their workplace and to improve the services they provide, they have the power of their collective voice behind their advocacy.

Public community colleges similarly serve to bolster our communities as a cost-effective path to higher education, but their workforces aren’t all similarly situated to advocate for the students they serve. While there are a few community colleges in Maryland that grant collective bargaining rights to its employees, those rights are not codified in law throughout Maryland. Faculty could have no say in the health and safety decisions made in their workplaces, even during this pandemic. They often don’t have office space to meet with their students. They don’t have clear paths to promotion or career development. These employees’ working conditions are also students’ learning conditions. When employees can bargain collectively with their administrations, faculty, staff, and students will all benefit.

President John F Kennedy said, "Our labor unions are not narrow, self-seeking groups. They have raised wages shortened hours and provided supplemental benefits. Through **collective bargaining** and grievance procedures, they have brought justice and democracy to the shop floor." 200,000 public sector workers in the state of Maryland have collective bargaining rights. It's past time that community colleges staff have that same fundamental right. On behalf of the 8,000 members of Local 1994 MCGEO, I ask for a favorable report on SB 746.

Thank you.

Bill Miller Testimony_Support_SB 746.pdf

Uploaded by: Miller, William

Position: FAV

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

Susan Moger_Support_SB 746.pdf

Uploaded by: Moger, Susan

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

I am Susan Moger, an adjunct instructor at Anne Arundel Community College in Arnold, Maryland. I support bill SB746 –Education – Community Colleges – Collective Bargaining. I deserve the right to decide whether I want to be represented by a union. Community College employees should have the same right that other public service workers enjoy.

Since 2008, I have taught classes for Anne Arundel Community College at several Senior Centers in the county—South County in Edgewater, O’Malley in Odenton, and Pascal in Glen Burnie. My students in these classes range in age from 65 to 95. Because of Covid-19 the county Senior Centers have been closed since last March and the valuable social and nutritional support they offer has disappeared or changed dramatically.

Like other online classes for Seniors, my autobiographical and creative writing classes during the pandemic have been a crucial lifeline for many county seniors isolated at home. In virtual class, those able to navigate computer learning via Zoom, have found that sharing, writing and commenting on others’ work is as sustaining and uplifting as it was in our face-to-face classes. Our format is the same, but the students’ writing often reflects fears and uncertainties of life in a pandemic.

My adjunct colleagues and I are providing valuable services to students of all ages in community colleges during this pandemic. We have made, and will continue to make, virtual learning successful and rewarding for our students. As we did before Covid-19, we continue to spend our own money to enhance student experiences. We will be a critical asset in the post-pandemic evolution of Maryland’s Community Colleges. But without Collective Bargaining we have no input in establishing the terms and conditions of our contracts or working conditions. Collective Bargaining means we can negotiate commitments related to compensation, job security, professional development, improved health and wellness, and more.

Collective bargaining legislation urgently needs to be passed this year so that decisions about Maryland’s Community Colleges during and after the pandemic will include the committed, informed, and passionate voices of Community College adjunct faculty.

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

Susan Moger, Adjunct Instructor

Jeff Moore_Support_SB 746.pdf

Uploaded by: Moore, Jeffrey

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear Members of the Finance Committee:

My name is Dr. Jeffrey S. Moore. I am a full-time Associate Professor of English at Howard Community College in Columbia, MD. I am writing to express my support of senate bill 746 , and to express my hope that the members of the Senate Finance Committee will vote to move this legislation forward. I believe that all community college faculty and staff, regardless of whether they are part-time or full-time, deserve the right to determine if they want to be represented by a union.

Education has always been extremely important to me and I believe it is one of the bedrocks of a thriving society. Community colleges provide invaluable education, job training, artistic, and social services to their students and the surrounding community. But these services can only continue if faculty and staff have the support and resources they need. Cuts to education funding, and more recently the COVID-19 global pandemic, have given rise to concerns over the future of higher education in Maryland, which I believe will be detrimental to the state in the long run. Among the resources community college faculty and staff needs are access to clean office and classroom spaces; appropriate healthcare options; fair compensation; job security; and more.

I firmly believe that the ability to collectively bargain will benefit the faculty and staff of Maryland's community college, and that those benefits will be passed on to the public. Faculty and staff deserve the right to have a say in how their workspaces and job functions will be performed, and there is no more efficient or effective way to do this than through collective bargaining. For this reason, I fully support the passage of

Senate Bill 746 and urge the committee members to vote yes on advancing the bill to the state legislature.

Regards,

Jeffrey S. Moore, Ph.D.

Associate Professor, Howard Community College

Jeffrey-Moore-Support.pdf

Uploaded by: Moore, Jeffrey

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

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Regards,

Jeffrey S. Moore, Ph.D.

Associate Professor, Howard Community College

Ryan Moran_Support_SB746.pdf

Uploaded by: Moran, Ryan

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Ryan Moran, after spending a year at the University of Delaware, I transferred to Prince George's Community College and received an AA in May of 2018. I am now completing my BS in Architecture at The University of Maryland, College Park. I support bill SB746 – Education – Community Colleges – Collective Bargaining because I believe the faculty deserve the right to decide for themselves whether they want to be represented by a union. It's a basic right that many workers enjoy, and community college employees should not be denied the basic right.

My experience at PGCC was a mixed bag. While I really appreciated the faculty and I learned a lot from those I was able to work with, getting through registration, advising, and the various requirements in order to finish my AA was always frustrating. I felt like every time I needed something, like a course substitution (I had transferred from the University of Delaware) or applying for graduation or going through a routine registration, there were five people that needed to sign off on one thing. That may be a slight exaggeration but it's how it felt. It never felt that way at UDel or at UMD. So, I'm guessing it's the fault of the system. If that was my experience, I can only imagine the challenges the faculty face if they don't have a seat at the table when decisions are made. If the faculty had a voice at the table, it would make a huge difference in the conditions students face and it would improve their overall experience at the school.

2021 is the year! It needs to happen now so students can benefit from faculty being supported and for Maryland's Community Colleges to run safely and build Maryland back better after this pandemic is over.

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

Sincerely,

Ryan Moran

SEIU 500 SB 746 SUPPORT Testimony.pdf

Uploaded by: Morrison, Pia

Position: FAV

Hearing Testimony March 4, 2021
Senate Finance Committee
Service Employees International Union, Local 500, CtW, CLC

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

SEIU Local 500, which is made up of over 20,000 working people in Maryland, Washington D.C., and Virginia. Our union represents the support staff of Montgomery County Public Schools, family child care providers, adjunct faculty at several Maryland colleges and universities, staff at non-profits, and working people across our region. Many of our members are on the front lines of public education in Maryland, even during the COVID-19 pandemic. That is why today we submit this testimony in favor of Senate Bill 746.

Senate Bill 746, known as *The Maryland Community College Employees Freedom to Collectively Bargain Act of 2021*, would grant to employees at our state’s community colleges the equal right to collectively bargain. Currently, approximately 200,000 public sector workers in Maryland have the right to collectively bargain, including staff and instructors at K-12 schools, as well as professors and staff at colleges and universities. That employees at community colleges would be excluded from collective bargaining is an oddity and injustice. Across our state, the record is clear: when Marylanders bargain collectively with their employers, compromises are made, employees’ needs are met, and institutions run smoothly.

Within our community colleges, the record is equally clear. Employees at Montgomery College have been unionized for over a decade. In that time, employees have been able to have their needs at work met, without raising the cost of attendance. In fact, several other Maryland community colleges have exceeded Montgomery College in their cost of attendance within this time and Montgomery College attendees enjoyed the slowest tuition rate growth in the state for several consecutive years. Across Maryland’s public sector and within its community colleges, collective bargaining yields positive outcomes for employees, leads to compromises between employers and employees, and can help institutions’ relationships with its employees run more smoothly.

Senate Bill 746 is essential for Maryland community college employees who need a voice on campus, during COVID, during the post-pandemic recovery, and beyond. We therefore ask for your support for SB 746 and strongly urge a favorable committee report. Thank you each for your dedication to fairness and justice, and to the working people of our state – and thank you for considering this testimony.

Service Employees International Union, Local 500, CtW, CLC
12 Taft Court, Rockville, MD 20850
301-740-7100 www.seiu500.org
Pia Morrison, President

Jake Muirhead_Support_SB 746.pdf

Uploaded by: Muirhead, Jake

Position: FAV

Mar. 4, 2021

House Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear Members of the Senate Finance Committee:

My name is Jake Muirhead and I am an adjunct professor in Visual Art at Anne Arundel Community College and Montgomery Community College. I am writing to express my firm and enthusiastic support for bill SB 746 because adjunct instructors deserve the fundamental right to have a say in their working conditions here in Maryland. This right is guaranteed to over 200,000 other public sector employees across the state and it is long overdue that community college adjuncts be afforded the same rights.

I have taught at MC for 15 years and AACC for about 8 years so I have many years of experience as an adjunct at both schools. I was at MC when we voted to form a union and have seen, firsthand, the material benefits collective bargaining has brought to me and my colleagues. And while I certainly appreciate these quantifiable advancements, I also believe that the union has helped to improve the overall experience for all faculty and students in many ways that are less easy to quantify. It has improved communication between the administration and part time faculty as well as facilitating better and closer working relations between the part time and full time faculty. The union has begun to address fundamental issues of fairness, trust and support within the college's organizational hierarchy. We certainly have not solved every problem or overcome every challenge but union representation has fostered a more open, inclusive and cooperative working environment for all educators and administration at MC. And I know this helps all of us on the front lines to be better teachers.

I love teaching and the events of the past year have only strengthened my belief in the overall mission of Community Colleges. The events of the past year have also taught us that we, as a society must get busy addressing fundamental inequities within our society. We need to openly and honestly discuss (and even disagree) how best to face these challenges. But we absolutely must allow all voices to be heard and we must allow everyone a seat at the table. That is what is at the core of the issue before you; full representation for all, freedom of choice and participatory democracy. This is the America I believe in.

I trust you also believe in these guiding principles and I trust that you will do the right thing and support SB 746.

Sincerely,

Jake Muirhead

Adjunct Professor, AACC and MC

Sally Murek_Support_SB 746 College collective barg

Uploaded by: Murek, Sally

Position: FAV

March 4, 2021

**Senate Bill 746 - Education – Community Colleges Collective Bargaining Bill
The Maryland Community College Employees Freedom to Collectively Bargain Act of 2021**

SUPPORT

Dear Members of the Finance Committee,

This bill to expand collective bargaining rights to community college employees would give employees the freedom to choose whether to join a union. It would not mandate unionizing, force union membership or membership dues, or cause any automatic cost increases for colleges.

As a proud union member, I know firsthand the benefits a union can bring to the work place for both the employer and the employee. As an employee of Montgomery County Public Schools (MCPS) for almost 30 years, I am able to collaborate with my employer on workplace safety, professional development and career growth opportunities. My ideas are respected, valued, sought-after, and acted on. By respecting union members, students see and learn how to positively interact with all citizens of our communities.

I have attended hearings in the General Assembly for many years to support iterations of this bill as it worked through committees. Every single year my Senator, Brian Feldman, has risen in support of this bill and how it has so positively impacted our own Montgomery College. At Montgomery College, there has never been a need to raise student tuition, not by one penny, because of collective bargaining.

Collective bargaining affords many benefits for employers. One benefit is that faculty have a say in their workplace and are able to collaborate on improvements for their programs and for their campuses and students. At Montgomery College, collective bargaining has provided a means to support faculty in acquiring the use of office space to improve student access to their professors for help with coursework. And it has raised the level of respect for all staff. By improving staff and faculty respect, you improve student respect, which improves overall student engagement and success. Please vote yes on SB 746.

Thank you.

Sally Murek

D15

sallymurek@gmail.com

Renee Murrell_Support_SB 746.pdf

Uploaded by: murrell, renee

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

Hi my name is Dr. Renee Murrell, I am an adjunct professor at the Community College of Baltimore County and have taught Human Services for the last five years. I support the bill SB746 – Education – Community Colleges – Collective Bargaining. I deserve the right to decide for myself in having collective representation by a union. It is a fundamental right that over 200,000 other public sector workers enjoy, and community college employees should not be denied this basic right.

COVID-19 has impacted the nature of my work in many ways. I have 40 years of experience working with victims of crimes for the FBI and in those years of experience the mental impact and lack of consistency that this pandemic has brought to my day to day is like none other. Having the right to collectively bargain through a union will help me and my colleagues have a better work environment and have a seat at the table where decisions are made that directly impact us and the lives of the individuals we teach. With a union I hope to gain job security, improved health benefits, and safety at my job for myself and those closest to me. My working conditions are my students learning conditions.

Collective bargaining rights are critical in the fight for basic protections and improved working conditions. I deserve better, I earned it. Decisions made for us without us won't cut it, adjuncts need a seat at the table. SB 746 is needed to keep Maryland's Community Colleges running safely and building Maryland back better after a crippling pandemic.

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

In solidarity,

Renee Murrell
Adjunct Professor
CCBC

Linda Neuman_Support_SB 746.pdf

Uploaded by: Neuman, Linda

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Linda Neuman. I've been an adjunct professor in the English Language Learning department at Anne Arundel Community College for eight years. I support bill SB746 – Education – Community Colleges – Collective Bargaining because, like other public sector employees in Maryland, I deserve the right to decide for myself whether I want to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy, and community college employees should not be excluded from this basic right.

COVID-19 forced us to migrate to online teaching, which is extremely challenging for my international (ESL) students. They no longer have the safe physical environment they need to learn not only academic content but also essential cultural norms of working together in the U.S. Maximizing student success has meant creating a whole new paradigm for virtual ESL, involving training and research. AACC since March 2020 has constantly changed decisions about how to run our online courses. This has resulted in countless hours of uncompensated extra work for teachers and unnecessary stress for students because these changes have been made without consulting teachers about their efficacy. We are only told what to change, not why the change is necessary. That is not the way to decide what is best for students.

Having the right to collective bargaining would enable me and my colleagues to have input in such decisions so that we can assist in optimizing our students' chances of success. It would also provide the job security college adjuncts currently do not have, which the pandemic has only worsened. Our working conditions are the students' learning conditions; if we have to continually search for additional teaching appointments at other institutions, none of which provides job security, the students and schools will ultimately pay the price.

In this critical time, passing this legislation and allowing community college adjuncts a seat at the table has never been more necessary. This legislation will make Maryland's community colleges stronger, and will build Maryland back better after this pandemic is over.

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

In solidarity,

Linda Neuman
Anne Arundel
Adjunct Professor

Max Ochs_Support_SB 746.pdf

Uploaded by: Ochs, Maxwell

Position: FAV

4 MAR 2021

PLEASE SUPPORT Collective Bargaining

Senate Bill 746 – Education – Community Colleges –

Dear members of the Finance Committee:

When I first began teaching as an adjunct at Anne Arundel Community College (AACC), adjunct teachers comprised a low percent of the faculty. Now they are a majority of the teachers and still don't get to sit at the table. That's why I am asking you to support bill SB746 – Education – Community Colleges – Collective Bargaining. Faculty deserve the right to decide for themselves whether they want to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy, and schools with collective bargaining agreements have seen improved student outcomes and cost efficiency.

In a democratic society, it is important to hear all our educators' voices, especially during a pandemic, when decisions are being made about their health and safety. The issues faculty face can include items like job security, health and safety, space to meet with students, evaluations, shared governance, dismissal and discipline, and others.

This is the year to pass this legislation. Adjunct Faculty deserve a seat at the committee table when policies are decided. This legislation is needed to keep Maryland's Community Colleges running safely and building Maryland back better after this pandemic is over. The last sentence should be the following: **I ask you to vote yes on Senate Bill 746 and strongly urge a favorable committee report.**

Sincerely,

Maxwell D. Ochs

102 Severn River Road

Severna Park, MD 21146

Gracey Ortiz_Support_SB746.pdf

Uploaded by: Ortiz, Gracey

Position: FAV

Date 3/4/2021

Senate Bill 746 - Education - Community Colleges - Collective Bargaining

SUPPORT

Dear members of the Finance Committee:

Hello my name is Gracey Ortiz and I am a current student at Prince George's Community College in Largo, Maryland. I am in the Surgical Technology Program. I support bill SB 746 - Education - Community Colleges - Collective Bargaining. I believe that I deserve the right to quality education and staff and faculty at community colleges having a seat at the table will only improve my experience as a student.

COVID-19 has impacted me in a number of ways the most significant is not having access to campus regularly. Before COVID-19 I had regular access to campus and I was able to practice in the lab with my professor. I now have to attend classes virtually which is challenging. With support I am confident that my professor will be able to do all that she can to secure a better learning environment. Smaller groups afford me the ability to enhance my skills and my professor the ability to recognize deficits early. My goal is to study and grow in a productive learning environment that they deserve.

This is the year to pass this legislation. This legislation is important and needed to keep Maryland's Community Colleges running safely and building Maryland back better after this pandemic is over. I ask you to vote yes on SB 746 and strongly urge a favorable committee report.

Respectfully,

Gracey Ortiz

Otten Testimony in support of House Bill 894 Senat

Uploaded by: Otten, Richard

Position: FAV

Testimony in favor of SB 746
Education - Community Colleges - Collective Bargaining

Richard E. Otten, Ph.D.
Adjunct Instructor of Interdisciplinary Studies at Anne Arundel Community College
March 4, 2021

The Typical Adjunct Needs Collective Bargaining Rights

Dear members of the Finance committee.

I have been teaching at AACC since 2004, and in many ways, I feel that I am a typical adjunct. There is, truly, no single typical adjunct, but because adjuncts make up over 75% of the instructional workforce and teach over 50% of the courses at Maryland community colleges, the typical community college instructor teaches only part-time – by choice or by necessity, since retiring full-timers are rarely replaced with new hires – and our substandard working conditions translate to substandard learning conditions for the typical community college student. We love our jobs, and that is the problem: the fact that teaching in our fields of expertise is our passion enables our exploitation, and when we express that passion in the classroom, we might prevent our students from realizing what they are missing. We love our jobs, and we are typically very good at teaching. We need collective bargaining rights if we hope to improve these circumstances, enabling us to turn this lousy gig into a meaningful career.

Contrary to what AACC administrators will have told you during their testimony in opposition to this bill, this piece of legislation enjoys strong support from AACC faculty. Last year, the Faculty Organization's Ad Hoc Committee on Shared Governance – on which I serve, along with a dozen full-time faculty members who resent the AACC administration's unilateral decision-making processes and its sustained bloat in comparison to the shrinking full-time faculty – conducted a survey of the AACC faculty's attitudes toward how shared governance is practiced at the college. One question asked, "Are you in favor of the Maryland General Assembly passing legislation allowing faculty to organize into unions at community colleges?" In response, 56% of the faculty responded "Yes," and 24% responded "Maybe." Although the full-time faculty indicated slightly stronger support than the part-time faculty, with 58% responding "Yes," compared to 54% of part-timers, adjuncts indicated significantly less opposition – only 12% "No," compared to 21% of the full-timers. Demonstrably, the AACC administration speaks for only a small minority of the AACC faculty when it obstructs our efforts to secure collective bargaining rights.

We adjuncts possess the same experience and credentials as our full-time colleagues, yet our working conditions are not equitable. We adjunct faculty have no meaningful representation within the existing self-governance structure at AACC. As the current co-chair of the Faculty Organization's Adjunct Faculty Affairs Committee, I know well that this structure provides an ineffectual forum within which to advocate to improve the working conditions of AACC part-time faculty members. We need collective bargaining rights to improve our circumstances, and in turn improve the circumstances that we can offer to our students. Please allow us to do so.

Linda Paez_Support_SB 746.pdf

Uploaded by: Paez, Linda

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Linda Paez. I have been teaching as an adjunct professor at Anne Arundel Community College for the past 15 years. I support Bill SB746-Education-Community Colleges-Collective Bargaining. I deserve the right to decide for myself whether or not to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy, and so should I.

Having the right to collectively bargain would help not only me and my colleagues but also our students. COVID-19 has negatively affected my ability to teach Spanish effectively. Memorizing vocabulary and verb endings does not make a student bilingual. Zoom classes necessitated by the pandemic are at best a sterile environment for language learning. In-person classes allow students to hear clearly giving them the ability to perfect accents and absorb nuances of culture for effective expression.

Not having a voice on committees which establish working conditions has left adjuncts no ability to change them which, for example, permit last minute class assignments or cancellations. A class cancelled the day before it is to start doesn't allow a student to register for another one thus sabotaging their plan to earn credits toward graduation in a timely manner, not to mention the fact that the professor has put in hours of unpaid time to prepare that class. Shared governance is a must for both professors and students. Without collective bargaining adjunct professors have no recourse to have a voice in correcting poor administrative decisions made by people who are not in the classroom.

Due to COVID, administrators have had to make tough, necessary decisions about how to assign virtual classes as well as train professors to use the technology. Adjunct professors were not included in these decisions that affect our work life because we do not have a seat at the table. We need a seat at the table.

We live in a different world now, and not just due to COVID. Pre-pandemic, adjuncts are the majority of faculty at AACC, making up 70-85% of all teaching professors in any given semester. Adjuncts are no longer the people who come in at night to teach a class or two after their full-time day job. Adjunct professors are the principal workforce at community colleges. This is my full-time job, and this legislation will finally allow me and my colleagues a voice in matters that affect not only our current work, but our students' future return to campus and our community's recovery from the pandemic.

Too many years have already been lost to improve students' and professors' academic lives. We need collective bargaining now more than ever.

I ask you to vote yes on SB746 and strongly urge a favorable committee report.

In unity,

Linda Paez
Adjunct Professor

Hana Paisner_Support_SB 746.pdf

Uploaded by: Paisner, Hana

Position: FAV

March 4, 2021

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

Dear members of the Senate Finance Committee:

My name is Hana Paisner, I am an adjunct faculty at Howard Community College in Columbia, Maryland.

I have been teaching Hebrew language for over 13 years, since 2007 and still am teaching. I am writing in support of senate bill 746- Education- Community Colleges- Collective Bargaining.

My main goal of this letter is to see improvement and changes in Adjunct faculty conditions:

Each semester I usually face this situation of not knowing if I will have any courses to teach until a semester is about to start. And I was notified about it 5 hours before the first day of class.

Second: For each semester I have to prepare the curriculum, set and upload on line all material that is related to the class, curriculum, schedule, assignment, discussions, notification, quizzes, exams, etc. and post it online with many other requirements for the course which take many hours of setting and preparations. Years ago, at least, we got paid for preparing the curriculum. Unfortunately, these last 6 years, they stopped doing so.

In order to have an ongoing class, I often find myself spending money on class equipment, buying new printer/scanner, writing boards, writing supplies, etc., which adds up to a very substantial amount. Especially with teaching online.

Since class started, I have been teaching for the last 4 weeks and haven't got any first payment yet. I will greatly be happy to see that we- the adjunct faculty will be treated fairly for our endless efforts to accommodate all the changes that we have going through, and to recognize our hard working, and respond to them fairly.

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

In unity,

Hana Paisner

Valeria Pappas-Brown_Support_SB 746.pdf

Uploaded by: Pappas-Brown, Valeria

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

Hello. My name is Valeria Pappas-Brown and I am an adjunct at the Community College of Baltimore County, mainly at the Essex campus. I support Senate Bill SB 746---Education-Community Colleges-Collective Bargaining. All workers including myself should have the opportunity to choose to be represented by a union. This is a fundamental right that over 200,000 other Maryland public sector workers enjoy and working at a community college should not negate our right to collectively bargain with our employer. This is a basic right that should be afforded to all Maryland workers.

I teach Math and Science and the COVID-19 pandemic has laid bare the necessity to have a voice at my workplace. I am not afforded training nor equipment for teaching remotely, nor the necessary PPE to interact with my lab students face to face. This effects my students and the outcomes for them to be able to move on professionally and academically. It would be a true asset to myself and students, when teaching remotely, to be offered training on how to be a more effective in the virtual classroom.

In addition, if I am exposed in one of my face to face classes to COVID, the opportunity for health care for adjunct faculty are non-existent at my institution. I often do not know that I am teaching a class at all until 3 days before a semester. How can anyone plan lessons with this type of notice? We have very little voice at our workplace, and this negatively impacts the morale of my students. Also, I was disciplined last semester for a suggestion about curriculum for a course I taught for 4 years. I was not asked to teach it this semester. My working conditions are my students learning conditions. We are over 65% of the faculty at CCBC and we teach 65% of the credit and non-credit students at CCBC. CCBC has over 70,000 students across their campuses.

It is imperative that the General Assembly make passing this bill paramount for all community college workers, especially adjuncts. We need legislation that allows us to run safely and hit the ground running to build Maryland back and the youth back academically, after this pandemic is over.

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

In solidarity,

Valeria Pappas-Brown, Ph.D.
Adjunct Faculty
Math and Science Department
Community College of Baltimore County

Anya Parks_Support_SB746.pdf

Uploaded by: Parks, Anya

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Finance Committee:

My name is Anya Parks and I am a current student at Anne Arundel Community College. I support bill SB746 - Education - Community Colleges - Collective Bargaining, and all the benefits that may come to the staff and faculty if it passes. I have read that schools with unions show improved student outcomes and overall better cost efficiency.

After quarantine, I was no longer able to be in the classroom, and I have truly missed the peer motivation and day to day routines of being around the campus. But all of my teachers did their absolute best to transition unexpectedly to the online platform. Knowing that most teachers are not getting the benefits of full-time faculty, I think it is wrong that they should still have to bear the burden and stress of moving to online teaching without being compensated adequately for it. Their lack of job security or ability to comfortably live between paychecks could affect the overall quality of our education. Not treating our educators with value can isolate them from the communities they serve and are fully dedicated to, which in the end only blunts the achievements that these faculty might be able to realize.

This last year has highlighted the need to protect faculty and college staff and give them a chance for a real seat at the table. Not doing so puts Maryland's community colleges at risk of falling behind on national standards simply because of apathy towards the wellbeing of their faculty. I ask you to vote yes on SB 746 and urge a favorable committee review.

Sincerely,

Anya Parks

Todd Parks_Support_SB746.pdf

Uploaded by: Parks, Todd

Position: FAV

March 4, 2021

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

Dear members of the Senate Finance Committee:

My name is Todd Parks. I'm currently a certificate candidate at Anne Arundel Community College, working toward a project management certificate, but I also hold an Associates Degree in Biology from AACC. I support Senate Bill 746 – Education – Community Colleges – Collective Bargaining because I believe community college staff deserve to decide for themselves whether they want to be part of a labor union. It's a basic right that all other public sector workers enjoy, so why are community college employees being left out?

I returned to AACC for a project management certificate because I had a very good experience previously as a student in a degree program. However, when I realized that almost all faculty at AACC are adjunct faculty, I was shocked. I had no idea that most teachers were not full-time teachers. Lately I have discovered that adjunct faculty have absolutely no job security and that they have to sign up to receive courses every semester, which they may or may not get. I know some of these faculty carry a full load of courses but they have to do this at two or more different institutions, because they are limited in the amount of courses they can carry at one college. They get no health insurance or paid vacation, and if one of their courses get canceled they get no compensation for the lost time in preparing that course. It's amazing that colleges depend on adjuncts so heavily and yet don't want to allow them the right to unionize.

The faculty I know are extremely intelligent, and devoted to their students. They work hard and hold advanced degrees. They deserve our respect. I fully support the passage of Senate Bill 746 and urge the committee members to vote yes on advancing the bill to the state legislature.

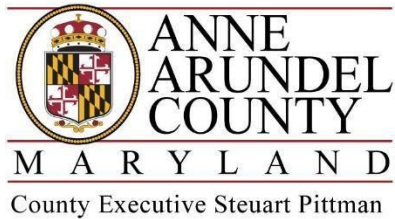
Sincerely,

Todd Parks

Anne Arundel County_FAV_SB 746.pdf

Uploaded by: Pittman, Steuart

Position: FAV



March 4, 2021

Senate Bill 746

**Education - Community Colleges - Collective
Bargaining**

Senate Finance Committee

Position: FAVORABLE

Anne Arundel County **SUPPORTS** Senate Bill 746 - Education – Community Colleges – Collective Bargaining. This important Bill recognizes that our community college employees should have the freedom to join a union if they choose. By establishing collective bargaining rights for certain community college employees, the General Assembly will take an important step forward in improving the quality of life for our hard working community college employees.

Our community colleges fulfill a critical role in our higher education system. These institutions provide continuing education, life enrichment classes, and are key economic development partners providing practical job skills training that help ensure our local businesses have a highly trained and a qualified workforce.

More than 14,000 faculty and staff members at four community colleges in Maryland already have access to this option. Senate Bill 746 would expand this bargaining power to the state's remaining community colleges. Passage of this Bill would provide faculty and staff the choice to join 100,000 K-12 instructors and 60,000 state employees who are already able to negotiate terms and conditions of their employment. We know that when employees have a voice on the job it results in greater success of the institution.

As County Executive, my experience negotiating with police officers, firefighters, and other public employees with collective bargaining rights has been positive. In fact, we have found that even when budgets are tight, we have been able to resolve issues large and small, both economic and non-economic, by negotiating in good faith with organized employees. When workers have a seat at the table, organizations run more smoothly and efficiently.

As we look forward to a post-COVID Maryland, we must recognize the central role our community colleges will play. They already provide an affordable education to many Marylanders, and they will no doubt be the source of professional retraining for workers who need a fresh start in the new economy. For so many Maryland workers, our community colleges will be the lifeline they need to recover after COVID. Ensuring that instructors and staff can collectively bargain will be essential to the smooth operations of community colleges in this rapidly evolving environment. Educators and student-facing staff bring to the table first-hand

knowledge that administrators need to make informed decisions about the future of their institutions, both during COVID and beyond.

Not only do I appreciate the value and efficiency that comes from collective bargaining, but it has become more clear since COVID began that workers need to have a seat at the table.

Accordingly, Anne Arundel County respectfully requests a **FAVORABLE** report on Senate Bill 746.

Sincerely,



Steuart Pittman
County Executive

Anthony Pitts_Support_SB 746.pdf

Uploaded by: Pitts, Anthony

Position: FAV

March 4, 2021

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

Members of the Senate Finance Committee:

I am Dr. Anthony G. Pitts, and I am an adjunct professor at Prince George's Community College (Largo, MD) and I support bill SB746 to extend collective bargaining rights to faculty at Maryland's community colleges. In my capacity as an educator at PGCC, I am unconditionally devoted and driven to meeting the complex and diverse needs of my scholars, planning and delivering germane, real-world instruction, and evaluating the efficacy of my pedagogical leadership on my scholar's academic performance and growth. Additionally, it is equally important that I conference with my students on a regular basis to meet not only their individual academic needs but also to build authentic relationships that resolve in trust, empowerment, and safety. Outside of my instructional duties, I am engaged in regular department meetings, teacher evaluations, and conferences. Though these duties are expectant in my role as an adjunct professor, the need for adjunct professionals like me to raise the bar for equitable treatment and respect means that adjunct professionals must have a purposeful seat at the table to have our voices heard and needs met.

As tenure track positions in many universities and colleges across this country dissipate or see reductions in courses or hours, the reliance or contingency on adjunct professors increases. Research shows that adjunct professorships make up between fifty to seventy percent of college faculty teaching positions in universities or colleges. As a result, colleges and universities along with state legislators must build and sustain authentic, impactful, and measurable policies driven by partnerships that focus on the development and success of our students first. Next, there must be a focus on equity and empowerment for adjunct faculty. Adjuncts across the state of Maryland (as well as across the country) struggle to make ends meet per paltry wages, little to no benefits, no contracts or job security, and no voice in the governance relegated to the policies that affect us the most. These factors, therefore, do not in any way underscore the convenient rhetoric that we in this country or in our great state shout from the rooftops year in and year out that we value education and its teachers. Quite frankly, it is the opposite. I have learned in my profession over the past 28 years that when you value something, you take care of it. Consequently, adjuncts across this state are coming together to make sure that our legislators understand that we are key to the infrastructural security of our schools. Without our presence, expertise, and knowledge, many of our schools/students in the state will befall shortages in instructional personnel over the course of time. These shortages will imperil the mission and vision of the school and eventually cause student enrollments to drop, cancellation of real-world courses/classes, and diminished reputation due to lack of qualified, quality professors. According to a 2018 article by Edwards and Tolley in *The Chronicle of Higher Education*, "an overreliance on poorly paid and unsupported part-time faculty may hurt student retention and achievement." The results of this scenario are simple: Our students suffer because their socio-educational needs are sacrificed. Our students deserve better! Our adjuncts deserve better! Our schools deserve better! Our communities deserve better! Our workforces deserve better! Our families deserve better!

Therefore, I am submitting my name in support of adjunct professionals and faculty councils across the state in support of legislation policies that promote and foster professional equity and empowerment within our colleges and universities. Through strong and effective collective bargaining measures, adjuncts and legislators must come to the table as decision makers who truly advocate for the development and implementation for policies that improve the professional livelihoods of adjunct professionals. Thereby, the security of our students, schools, and communities will benefit greatly due to

teachers who are highly valued for their professionalism. If not, our state colleges and universities risk making the same mistakes in the past where cost cutting caused many schools to rely heavily on adjunct professionals. Unfortunately, this decision led, at many of these institutions, to worsening working conditions for tenure-track faculty in the form of growing teaching loads, a lack of administrative support, and diminishing funds for research. Again, the movement to create and implement collective bargaining or unionizing among adjuncts across our state is central to strengthening the working conditions of a coalition of professionals who engage with the future of our state and country daily. Therefore, I urge you to vote “yes” on SB 746 and strongly request a favorable committee report.

Sincerely,

Dr. Anthony G. Pitts

SB0746_Community_Colleges_Bargaining_MLC_FAV.pdf

Uploaded by: Plante, Cecilia

Position: FAV



TESTIMONY FOR SB0746
EDUCATION – COMMUNITY COLLEGES – COLLECTIVE BARGAINING

Bill Sponsor: Senator Guzzone

Committee: Finance

Organization Submitting: Maryland Legislative Coalition

Person Submitting: Cecilia Plante, co-chair

Position: FAVORABLE

I am submitting this testimony in favor of SB0746 on behalf of the Maryland Legislative Coalition. The Maryland Legislative Coalition is an association of individuals and grassroots groups with members in every district in the state. We have over 30,000 members across the state.

The rights of workers to organize and to bargain collectively with employers ensures that both workers and management come to the table as equals. Workers have organized in many different industries and have been able to ensure that they have good working conditions, health care, and reasonable wages.

It does cost employers more. There is absolutely no argument about that. Employers will always say that they can't afford to have workers organize because it eats into their profits, and often they prevail. Our members would respectfully ask you to look at this from the side of the workers. Is it right for an employer to pay sub-standard wages, or provide poor working conditions so that THEY can make more profit, at the expense of their workers? A business should be able to pay a decent wage and provide decent working conditions or they don't deserve to be in business. They are leaches.

The same is true at Community Colleges, which often take advantage of young workers, who are just learning to negotiate. Colleges should not be operating by taking advantage of workers. They should be enthusiastic in their support for good working conditions and good wages, and should welcome organizing and collective bargaining. They should be showing by example how a good business relationship works. After all, isn't this what they want their students to learn in the first place?

The Maryland Legislative Coalition supports this bill and we recommend a **FAVORABLE** report in Committee.

Written SB 746 Coll Barg Comm Colleges.pdf

Uploaded by: Riley, Denise

Position: FAV



A Union of Professionals
AFT-Maryland

5800 Metro Drive, Suite 100 • Baltimore, MD 21215-3226
410/764-3030 • fax: 410/764-3008
md.aft.org

Marietta English
PRESIDENT

Kenya Campbell
SECRETARY-TREASURER

**Written Testimony submitted to
The Maryland Senate Finance Committee
SB 746 – Education – Community Colleges – Collective Bargaining
March 4, 2021**

SUPPORT

Chair Kelley and members of the Senate Finance Committee. On behalf of the 20,000 members of the American Federation of Teachers-Maryland, (AFT-Maryland), we ask for a favorable report on SB 746 - Collective Bargaining for Community Colleges.

President Joseph Biden, in a recent executive order, reaffirmed the position of the United States on collective bargaining rights by stating “It is also the policy of the United States to encourage union organizing and collective bargaining.”¹

This legislation would establish collective bargaining rights for community college employees statewide. Giving faculty and staff a “seat at the table” when negotiating their own pay, benefits and retirement.

On too many non-union campuses, educators and staff are not seen as partners in their support for the institution. With collective bargaining, employees can speak with one voice to promote the college and move it forward.

We believe the members of the committee care deeply about higher education and academic freedom. Therefore should support the Constitutional right of assembly and fundamental right of all employees to organize and allow their voices to be heard.

We ask for a favorable report on SB 746. Thank you.

Marietta English
President

¹ <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/22/executive-order-protecting-the-federal-workforce/>

Adam Robinson_Support_SB 746.pdf

Uploaded by: Robinson, Adam

Position: FAV

March 4, 2021

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

Dear Distinguished Members of the Finance Committee:

I am Adam Robinson, Maryland English Adjunct Professor with 16 years and over 800 credit hours taught at AACC, PGCC, BCCC, CCBC, and Howard Community Colleges combined. I strongly support SB 746 - Education - Community Colleges - Collective Bargaining because it is *urgently* needed to correct the shortcomings of Maryland's community collegiate academic institutions, as well as incredibly long overdue. Community College Instructors and Professors *deserve* the right for representation, a right other public sector workers covet.

Although Covid-19 has impacted all of the economy, it has especially impacted Community College Faculty. I have taken out unemployment insurance for the first time ever this past year. Collective Bargaining would create stability and structure for adjunct professors. More stability and structure would allow adjuncts the opportunity to stay in their residencies (their actual homes, not just their jobs), not require them to change their jobs, or move out of state. Passage of the bill will allow these workers to ensure where Middle States academic credit agencies and the legislature have not lived up to their promise to support these basic working rights. Middle States has failed for over 20 years to get these same collegiate institutions to fulfill their mandates of having at least half of the classes taught by full time faculty. The students, the community, the state, and United States' academic dominance has suffered, and there is no excuse. These same Adjunct Professors, who in some cases teach over 90% of classes on campus, are more worried about job security, the whims of their supervisors, work conditions, and overall treatment. Student success should be all of our primary concern, but I remind you that faculty working conditions are student's learning conditions. Anyone telling the Committee otherwise is mistaken or possibly more concerned with keeping the status quo. To protect students, and allow them the best education possible, protect faculty and pass SB 746.

This is the year to pass this legislation. I ask that you allow our voices to be heard. This bill's passage is necessary for Maryland's and U.S. academic prowess. It is necessary for safety, and it ensures a right already privileged to most of the other public sector workers in Maryland. **I ask that you vote "Yes" on SB 746 and strongly encourage a favorable committee report.**

Thank you for your consideration,

Adam Robinson

Janaina Rocha_Support_SB 746.pdf

Uploaded by: Rocha, Janaina

Position: FAV

March 4, 2021

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

Members of the Finance Committee:

Hello my name is Janaina Rocha, I'm an adjunct instructor for PG Community College since 2006 at the Skilled Trade Center building in Camp Springs MD, I'm a B.M.E and standalone Homeowners class instructor in the areas of how to repair Drywall, Basic Electric, Plumbing and Ceramic. I am writing to you in support of the Senate Bill 746 – Education – Community Colleges – Collective Bargaining.

I'm so excited about this movement for the fact that our passions will be recognized.

Through the years I have been able to work with adults from all walks of life. Many students joined my classes hoping to make a difference in their lives and in others lives. PGCC has given me the opportunity to pave or leave a footprint in many people's lives. It has also helped them leave an imprint in mind. That is why I am asking you to support adjunct professors and to pass the Senate Bill 746 – Education – Community Colleges – Collective Bargaining, I bring undeniable passion to my work and that passion needs to be emulated and given back from the institutions where I teach.

Covid- 19 has brought many uncertainties to my life and many professors alike, that is why today I ask and demand a seat at the table. Adjuncts need collective bargaining. I'm glad that we will have an opportunity for our voices to be heard and for a difference to be made.

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

In solidarity,

Janaina Rocha

Adjunct Professor

Prem-Raj Ruffin_Support_SB 746.pdf

Uploaded by: Ruffin, Prem-Raj

Position: FAV

3/4/2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Senate Finance Committee:

I am PremRaj and I am an adjunct professor at Howard Community College in Columbia Maryland and Prince George's Community College located in Largo Maryland. I am in support of bill SB 746 –Education – Community Colleges – Collective Bargaining.

The bill SB 746 will help me to gain full time employment. Collective bargaining is a fundamental right of any employee. I have been an adjunct professor for many years with outstanding classroom evaluations. Unfortunately, I have been overlooked for full-time time employment due to my status as an adjunct professor, without any bargaining rights. The covid-19 pandemic has put me in a situation where my income is limited due to my adjunct status. With this status I have no job security or health insurance.

Collective Bargaining will give me a step in the direction of a full-time employee. This will enable me to earn a salary to support a family.

Thank-you for your time and attention. Please vote yes on SB 746.

In Solidarity,

Professor PremRaj

Kathy Sage_Support_SB 746.pdf

Uploaded by: Sage, Kathy

Position: FAV

March 4, 2021

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

Members of the Finance Committee:

My name is Kathy Sage. I am an adjunct professor teaching at Anne Arundel Community College in Anne Arundel County, Maryland. I support Senate Bill 746 for the purpose of securing collective bargaining rights for community college employees.

As an educator, I have two Master's degrees, two advanced education diplomas, and over 20 years of teaching experience. However, an adjunct does not enjoy the same equal right protection as those who are on the tenured track. Adjuncts are part of the academic workforce who provide valuable instruction for their students just as those employees who enjoy secure employment. Adjuncts, just as qualified, should be recognized for the dignity of their labor, and not labeled as anything less than those with more secured positions. Adjuncts deserve the right to decide to participate in a union, the right to voice concerns, the right of a stable job, and the right of representation. Adjuncts should not be denied this right.

The Covid-19 pandemic forced all classes to be online. I made a choice not to teach virtually because of the English language course I teach, knowing it would not be effective. Second language learners need to be up close and personal to hear the repetitive correct sounds in order to hear tone and pronunciation. Technology can often muffle or interfere with this transmission. Having been on hiatus since the pandemic, adjuncts are left with the insecurity of not knowing they will have a job when the pandemic is over. Union representation can alleviate this undue anxiety. Collective bargaining can help strengthen the role of adjuncts as a community force. We need to know that we have job security, that we are safe and that we have a healthy environment in which to teach. Better contract provisions for adjuncts also contribute to better learning conditions for students.

Many of my adjunct colleagues have worked tirelessly for the past seven years in an effort to pass a collective bargaining bill that will ensure equitable rights for fair and just contracts concerning wages, work hours, conditions of employment and other pertinent issues. This important legislation is long overdue. It is urgently needed to keep Maryland's Community Colleges sustainable into the future in the changing landscape of college education.

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

In Solidarity,

Kathy Sage
Adjunct Professor

Jorge Sanchez_Support_SB746.pdf

Uploaded by: Sanchez, Jorge

Position: FAV

March 4, 2021

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

Dear members of the Senate Finance Committee:

I am Jorge Sanchez, a Montgomery College Alumni and former assistant coach for the men's soccer program. I would like to give my testimony and be here in support for bill SB 746 – Education – Community Colleges – Collective Bargaining. Having been a student and coach at Montgomery College, I have seen the positive and lasting effects of collective bargaining without having any economic bearing on the students. Every other community college student in Maryland deserves the same benefit.

I coached at Montgomery College from fall 2018 to spring 2019, and I graduated from Montgomery College in the spring of 2019. During my time at Montgomery College, my tuition stayed consistent and remained affordable all 5 years. Upon graduation, other coaches informed me of job opportunities at other community colleges. After talking to other coaches and speaking to other professors at other schools, I found out that Montgomery College had already unionized. From a coaching perspective it began to make sense, as more and more student athletes came in from other community colleges like CCBC, Anne Arundel, and PGCC. Over the last two to three years the Montgomery College Men's soccer team has seen a significant increase in transfers and a decrease in freshmen. Besides soccer, student athletes come to us because of the consistent class size, accessible office hours, and safe learning environment.

Every student in Maryland deserves the same experience that I had, and collective bargaining would make that possible.

I ask that you vote “yes” on Senate Bill 746 , and I strongly urge a favorable committee report.

Sincerely,

Jorge Emilio Sanchez

MC Alumnus

Former Assistant Coach, MC Men's Soccer

SB 746_FrederickCoCE_Gardner_Support.pdf

Uploaded by: Schaefer, Joy

Position: FAV



JAN H. GARDNER
Frederick County
Executive

SB 746

**Education – Community Colleges
- Collective Bargaining**

County Position: SUPPORT

Date: March 4, 2021
Committee: Finance

Frederick County Executive Jan Gardner shares support for Senate Bill – 746 – Education – Community Colleges – Collective Bargaining.

Our community colleges promote and provide access to the pursuit of higher education. The faculty and staff at these institutions play critical roles generating meaningful economic and social mobility for the students they serve.

County Executive Gardner supports the provisions in the proposed legislation that:

- Supports the goal to expand the right to bargain in Maryland to the faculty and staff of community colleges;
- Empowers community college faculty and staff to decide for themselves as to whether a union would be beneficial and support their needs;
- Preserves employee choice by providing the option to participate in a union if the option were available;
- Confirms the State's trust in its public employees, first responders, and the majority of Maryland educators with the right to advocate for themselves and to negotiate by conferring the same opportunity to community college staff; and
- Requires that proposed agreements are subject to funding by the governing body, similar to other employee groups.

Richard Schumaker_Support_SB 746.pdf

Uploaded by: Schumaker, Richard

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Richard Schumaker, and I live at 1 Westway, Greenbelt, MD 20770. I am writing to you regarding **Senate Bill 746 – Education – Community Colleges – Collective Bargaining** concerning collective bargaining in higher education in our state. As an adjunct professor in the Department of Philosophy at Prince George's Community College (PGCC), I feel that I am ideally placed to comment on the importance of a robust culture of collective bargaining in our state. The immediate passage of this bill is especially important because of the vast changes that the Covid 19 pandemic have brought to education in Prince George's County.

As college instructors all over the world complete their Spring 2021 semesters, they ponder the cross-roads they face as individual professionals and as members of institutions of higher education. For the last year, they have dealt with a perfect storm of challenging experiences: the anxiety and hardships of a global pandemic; the rapid, emergency transformation from in-person teaching to instruction at a distance; the national trauma of seemingly solid democratic institutions weakened and sometimes collapsing. It is unlikely that US higher education will ever be able to return to pre-coronavirus conventions and normality; the cross-roads that every institution and every instructor will encounter involves many things. It is my view that none of these challenges can be met without a strong culture of collective collaboration and this is very unlikely without the existence of formal collective negotiation. Let me enumerate three key challenges that will arise as we recover from Covid-19.

First, in the months to come, we will need to rethink what public health standards will look like. How will instructors and students interact in a safe way? What will we do about class size and social distancing? What about training faculty, students, and staff to meet basic health issues? What about college and university infrastructure issues as they relate to hygiene and safety? A framework of collective discussion and negotiation will enhance this.

Second, the function of technology needs must be revisited in most schools. The rapid adaptation that schools used to run emergency classes in the spring and fall of 2021 is not sustainable in the long run. Without formal feedback from all stakeholders, the possibilities of technology-enhanced education are unlikely to be met. At present, PGCC has no mechanism for adjunct professors to communicate their needs and concerns about the use of technology in education. A strong union would address this issue and improve teaching and learning at PGCC.

Thirdly, a multitude of curriculum issues arise dealing with discussions, labs, feedback and many other things. At present, at PGCC there is no mechanism for adjunct professors to influence curriculum issues. In fact, despite the fact that adjunct professors often have better

qualifications than full-time instructors, their suggestions are not only not requested but generally ignored.

In order to accomplish these things in a way that is suitable to the academic and larger communities, community colleges are going to need a maximum of good faith cooperation amongst all their stakeholders. Formal collective bargaining processes will improve this enormously. At present at PGCC, there is very little discussion or even interaction between staff, faculty, and administration about pressing post-Covid needs. PGCC urgently needs the presence of formal discussion processes between faculty, staff, and senior administration.

In my opinion, without the active presence of established unions to represent voices that are often not heard, Maryland's educational institutions will not be able to address the challenges that face the state in 2021 and beyond. I have worked in educational contexts with and without organized faculty and staff union representation, and there's really no comparison: the presence of union representation makes all the difference at every level: the community as a whole benefits enormously from the active participation of unions to assist in communication, management, and planning for future contingencies. I respectfully request that **Senate Bill 746 – Education – Community Colleges – Collective Bargaining** pass through the Maryland state legislature as quickly as possible. **I ask you to vote yes on SB 746 and strongly urge a favorable committee report.**

Richard Schumaker
Philosophy Dept
PGCC, March 2021

SB 746_MDCEP_FAV.pdf

Uploaded by: Schumitz, Kali

Position: FAV

The People Who Make Maryland's Community Colleges Run Deserve a Voice on the Job

Position statement in support of Senate Bill 746

Given before the Senate Finance Committee

Community colleges offer students across Maryland the opportunity to acquire the skills required for in-demand, family-supporting jobs—and strengthen our economy in the process. However, they do not always offer decent jobs to the very people who keep them going. Current law prohibits most workers at community colleges from joining together to formally negotiate for decent wages and working conditions, denying them a basic freedom afforded to other educational workers as well as most workers in the private sector. The Maryland Center on Economic Policy supports Senate Bill 746 because it would extend basic organizing rights to the workers who make Maryland's community colleges successful.

Strong evidence shows that the economy creates better jobs across the board when working people have the power in numbers that widespread union membership brings.ⁱ All workers come to expect better wages, benefits, and working conditions, and employers must adjust in order to attract and retain employees. On the other hand, an economy where union jobs are scarce leaves workers on their own at the negotiating table and gives employers little reason to offer decent jobs. As many union jobs have disappeared in recent decades, the resulting shift in power has steered the fruits of economic growth away from the majority of Marylanders.

There is no clear reason why Maryland's community college employees don't have the right to collectively bargain statewide when those rights are guaranteed to over 100,000 faculty and staff at K-12 public schools, 60,000 state workers, and 4,000 faculty and staff at four community colleges. As the COVID-19 pandemic has emphasized, this right is about much more than improving pay and benefits. Workers can come together to ensure there is a safe and productive learning environment for themselves and their students, and negotiate around improved working conditions like being able to offer office hours so they can better support their students.

Community colleges also have potential to serve as engines of opportunity for workers who are often locked out of decent jobs by past and ongoing racist and sexist policies:ⁱⁱ

- 60 percent of workers at higher education institutions operated by local governments in Maryland are women.
- 37 percent of employees at local-run colleges are workers of color, and 22 percent are Black workers.
 - In comparison, Black workers account for only 13 percent of employees at private, not-for-profit colleges and universities in Maryland.
- 24 percent of workers at local-run colleges are women of color, and 14 percent are Black women.
 - Black women account for only 8 percent of employees at private colleges and universities.
- 22 percent of core faculty at local-run colleges in Maryland are women of color, including 12 percent who are Black women.

- Only 13 percent of core faculty at private colleges and universities in Maryland are women of color, and only 3 percent are Black women.

However, many essential jobs at Maryland community colleges do not pay family-supporting wages, and women and workers of color are more likely to occupy these roles:ⁱⁱⁱ

- 10 percent of employees at two-year colleges in Maryland take home less than \$23,700 per year, or nearly 2,000 workers. One in four two-year college employees take home less than \$36,300 per year.
- 25 percent of office and administrative support workers at two-year colleges in Maryland take home less than \$27,900 per year. This group includes office clerks, administrative assistants, and other workers necessary for smooth daily operation.
 - At local-run colleges in Maryland, 60 percent of office and administrative support employees are workers of color and 40 percent are Black workers.
 - 74 percent of office and administrative support workers are women and 37 percent are women of color.
- Half of building and grounds cleaning and maintenance workers at Maryland two-year colleges take home less than \$30,500 per year and a quarter take home less than \$26,500. Half of two-year college employees in personal care and service occupations take home less than \$26,400 per year. Workers of color are more likely than their white counterparts to work in these and similar low-wage service positions.
- 79 percent of administrators and managers at local-run colleges in Maryland are white. Only 17 percent are women of color and only 9 percent are Black.

Significant numbers of community college faculty and other instructional workers also take home paltry wages:

- More than one-quarter of the nearly 1,800 teaching assistants at Maryland two-year colleges take home less than \$24,000 per year.
- At least 375 core faculty take home less than \$21,300. An additional 400 workers in miscellaneous instructional positions take home less than \$32,300
- Altogether, about 1,100 educational instruction and library workers at two-year colleges in Maryland take home less than \$21,460 per year.

When we use our shared investments to support family-sustaining public service jobs, we all reap the benefits in the form of higher-quality public services and a stronger labor market. Senate Bill 746 would move Maryland toward this ideal by guaranteeing community college workers the right to a voice on the job.

For these reasons, the Maryland Center on Economic Policy respectfully requests that the Finance Committee make a favorable report on Senate Bill 746.

Equity Impact Analysis: Senate Bill 746

Bill summary

Senate Bill 746 would extend collective bargaining rights to most community college staff in Maryland.

Background

Maryland community colleges serve more than 100,000 students across Maryland, including nearly half of all in-state undergraduate students.

Most employees at Maryland community colleges currently do not have collective bargaining rights. Exceptions include some non-faculty workers at Baltimore City Community College, the Community College of Baltimore County, Montgomery College, and Prince George's Community College as well as faculty at Montgomery College. The Department of Legislative Services estimates that up to 12,500 workers could gain collective bargaining rights under Senate Bill 746.

Equity Implications

The community college workers who would gain basic organizing rights under Senate Bill 746 are disproportionately women and workers of color. Women and workers of color especially likely to occupy roles that could benefit significantly from joining together to negotiate about working conditions.

Only limited data exist specifically on the workforce at community colleges. However, data on two-year colleges (public and private) and data on local-run colleges (regardless of type of institution) provide insight into these workers:

- Community colleges are important employers for women and workers of color in Maryland:
 - 60 percent of workers at higher education institutions operated by local governments in Maryland are women.
 - 37 percent of employees at local-run colleges are workers of color, and 22 percent are Black workers.
 - 24 percent of workers at local-run colleges are women of color, and 14 percent are Black women.
- Community colleges employ more Black faculty than private, nonprofit colleges and universities:
 - 16 percent of core faculty at local-run colleges in Maryland are Black, compared to only 6 percent at private, nonprofit colleges and universities.
 - 22 percent of core faculty at local-run colleges in Maryland are women of color, including 12 percent who are Black women.
- Thousands of jobs at community colleges pay paltry wages, including many faculty and other instructional positions:
 - 10 percent of employees at two-year colleges in Maryland take home less than \$23,700 per year, or nearly 2,000 workers. One in four two-year college employees take home less than \$36,300 per year.
 - More than one-quarter of the nearly 1,800 teaching assistants at Maryland two-year colleges take home less than \$24,000 per year.
 - At least 375 core faculty take home less than \$21,300. An additional 400 workers in miscellaneous instructional positions take home less than \$32,300
 - Altogether, about 1,100 educational instruction and library workers at two-year colleges in Maryland take home less than \$21,460 per year.
- Women and workers of color are more likely than white men to hold relatively low-paying positions at community colleges and less likely to hold leadership positions:
 - At local-run colleges in Maryland, 60 percent of office and administrative support employees are workers of color and 40 percent are Black workers.
 - 74 percent of office and administrative support workers are women and 37 percent are women of color.
 - 79 percent of administrators and managers at local-run colleges in Maryland are white. Only 17 percent are women of color and only 9 percent are Black.

Impact

Senate Bill 746 would likely **improve racial, gender, and economic equity** in Maryland.

ⁱ Josh Bivens, Lora Engdahl, Elise Gould, Teresa Kroeger, Celine McNicholas, Lawrence Mishel, Zane Mokhiber, Heidi Shierholz, Marino von Wilpert, Valerie Wilson, and Ben Zipperer, “How Today’s Unions Help Working People: Giving Workers the Power to Improve their Jobs and Unrig the Economy,” Economic Policy Institute, 2017, <https://www.epi.org/publication/how-todays-unions-help-working-people-giving-workers-the-power-to-improve-their-jobs-and-unrig-the-economy>

ⁱⁱ MDCEP analysis of IPUMS 2015–2019 American Community Survey microdata. Universe is people who work at colleges, universities, and professional schools, including junior colleges, located in Maryland. American Community Survey microdata do not distinguish between two-year and four-year institutions. This analysis uses local-run colleges as a proxy for community colleges. However, this measure excludes Baltimore City Community College and may include institutions other than community colleges.

ⁱⁱⁱ Wage data based on May 2019 Occupational Employment Statistics Research Estimates for junior colleges in Maryland. Demographic data based on MDCEP analysis of IPUMS 2015–2019 American Community Survey microdata. Universe is people who work at colleges, universities, and professional schools, including junior colleges, located in Maryland.

In this document, “two-year colleges” is used synonymously with the “junior colleges” industry classification.

Occupational Employment Statistics Research Estimates do not disaggregate employers by ownership. Therefore, this analysis may include privately operated two-year institutions.

See endnote ii for discussion of demographic data issues.

Jereme Scott_Support_SB 746 (1).pdf

Uploaded by: Scott, Jereme

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Finance Committee:

I am Jereme Scott, an adjunct professor at Howard Community College in Columbia, Maryland. I am writing to you because I enthusiastically support SB746-Education-Community Colleges-Collective Bargaining. With Collective Bargaining we can negotiate with the school for potential pay raises, starting with base pay rates. We can address sick leave, rank advancement, job security, including annual appointments. We could also create professional development funds and joint labor management committees. Adjuncts deserve a seat at the bargaining table.

I always thought that a college professor was a position of esteem and respect. However once I became one I realized that we are just the filler. I've never had any job security as an adjunct professor which was always stressful. As Adjuncts, we will rearrange our life to teach an inopportune class, to later find out it was dropped for low enrollment.

Collective bargaining rights are critical in the fight for basic protections and improved working conditions. I deserve better, I earned it. Decisions made for us without us won't cut it, adjuncts need a seat at the table. SB 746 is needed to keep Maryland's Community Colleges running safely and building Maryland back better after a crippling pandemic.

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

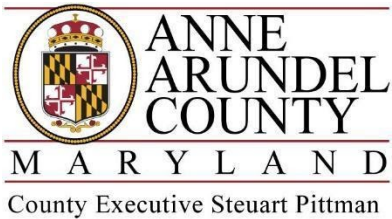
Sincerely,

Jereme Scott
Adjunct Professor

AA CE Steuart Pittman Support HB 894:SB746 0210202

Uploaded by: Simon, Travis

Position: FAV



February 17, 2021

The Honorable Maggie McIntosh
Chair, House Appropriations Committee
121 House Office Building
6 Bladen Street
Annapolis, Maryland 21401

Re: House Bill 894 - Education – Community Colleges – Collective Bargaining

Dear Chair McIntosh and Members of the House Appropriations Committee:

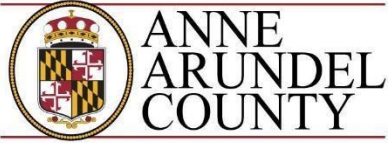
I am writing to express my support for House Bill 894 - Education – Community Colleges – Collective Bargaining. This important Bill recognizes that our community college employees should have the freedom to join a union if they choose. By establishing collective bargaining rights for certain community college employees, the General Assembly will take an important step forward in improving the quality of life for our hard working community college employees.

Our community colleges fulfill a critical role in our higher education system. These institutions provide continuing education, life enrichment classes, and are key economic development partners providing practical job skills training that help ensure our local businesses have a highly trained and a qualified workforce.

More than 14,000 faculty and staff members at four community colleges in Maryland already have access to this option. House Bill 894 would expand this bargaining power to the state's remaining community colleges. Passage of this Bill would provide faculty and staff the choice to join 100,000 K-12 instructors and 60,000 state employees who are already able to negotiate terms and conditions of their employment. We know that when employees have a voice on the job it results in greater success of the institution.

As County Executive, my experience negotiating with police officers, firefighters, and other public employees with collective bargaining rights has been positive. In fact, we have found that even when budgets are tight, we have been able to resolve issues large and small, both economic and non-economic, by negotiating in good faith with organized employees. When workers have a seat at the table, organizations run more smoothly and efficiently.

As we look forward to a post-COVID Maryland, we must recognize the central role our community colleges will play. They already provide an affordable education to many Marylanders, and they will no doubt be the source of professional retraining for workers who need a fresh start in the new economy. For so many Maryland workers, our community colleges will be the lifeline they need to recover after COVID. Ensuring that instructors and staff can collectively bargain will be essential to the smooth operations of community colleges in this



M A R Y L A N D

County Executive Steuart Pittman

rapidly evolving environment. Educators and student-facing staff bring to the table first-hand knowledge that administrators need to make informed decisions about the future of their institutions, both during COVID and beyond.

Not only do I appreciate the value and efficiency that comes from collective bargaining, but it has become more clear since COVID began that workers need to have a seat at the table.

Accordingly, Anne Arundel County respectfully requests a FAVORABLE report on House Bill 894.

Sincerely,

Steuart Pittman
County Executive

Balt. City Mayor Scott Letter Support Community Co

Uploaded by: Simon, Travis

Position: FAV



BRANDON M. SCOTT
MAYOR

100 Holliday Street, Room 250
Baltimore, Maryland 21202

Dear members of the General Assembly,

I'm writing to you as the Mayor of Baltimore City to express support for a bill to grant the right to collective bargaining to employees at Maryland's community colleges.

Baltimore City has had a positive experience collectively bargaining with teachers, police officers, firefighters and other public employees. In fact, we have found that even when budgets are tight, we have been able to resolve issues large and small, both economic and non-economic, in negotiating with organized employees. When workers have a seat at the table, organizations run smoother. In Baltimore City, certain nonfaculty employees, including sworn police officers, of Baltimore City Community College have the right to organize and collectively negotiate. The proposed bill would expand such rights more broadly across Maryland's community colleges.

Now that Maryland is looking for a way forward during and after COVID, we need to recognize the central role our community colleges will play. Already they provide an affordable education to young Marylanders, and they will no doubt be the source of professional retraining for workers who need a fresh start in the new economy. For so many Maryland workers, our community colleges will be the lifeline they need to recover after COVID. Making sure that instructors and staff can collectively bargain will be essential to the smooth operations of community colleges in this rapidly evolving environment. Educators and student-facing staff bring to the table the first-hand knowledge administrators need to make informed decisions about the future of their colleges during and beyond COVID.

In Maryland, we bargain collectively with our public employees, yet at our community colleges, we still have public employees who are denied their fundamental right to collectively bargain. Not only do we know as executives the value and efficiency that comes from collective bargaining, but we have seen even more clearly since COVID began that workers need to have a seat at the table.

From the point of view of each of us as mayor and county executives, the choice is evident. *All* members of the General Assembly should wholeheartedly champion this piece of legislation to support the students, faculty, and staff of our community colleges. It is the right thing to do, and can be done this session.

In service,

Brandon M. Scott
Mayor
City of Baltimore

Baltimore County Johnny O Support for SB746:HB894.

Uploaded by: Simon, Travis

Position: FAV



JOHN A. OLSZEWSKI, JR.
County Executive

CHARLES R. CONNER III, ESQ.
Director of Government Affairs

JOEL N. BELLER
Deputy Director of Government Affairs

BILL NO.: **HB 894**

TITLE: Education - Community Colleges - Collective Bargaining

SPONSOR: Delegate Haynes

COMMITTEE: Appropriations

POSITION: **SUPPORT**

DATE: February 10, 2021

Baltimore County **SUPPORTS** House Bill 894 – Education - Community Colleges - Collective Bargaining. This legislation establishes collective bargaining for faculty and adjunct faculty in community colleges.

In the community college system, some maintenance workers, nurses, and college police are represented by the American Federation of State, County, and Municipal Employees (AFSCME). However, in most cases, these rights do not extend to faculty and adjunct faculty. In any school system, the faculty serve as the face of the school. It is the professors who administer a student’s education and work to improve the learning experience of college students.

As a former educator, Baltimore County Executive Olszewski understands how essential school faculty is not only to the students, but also to the performance of the school. Teachers and educators are relied on across the state to prepare the next generation of Marylanders for the future. In the past year, faculty have had to adjust and amend their practices to operate in unprecedented times with little to no preparation.

These educators, like so many other workers who manage the institution, deserve to have their voices heard and to speak as one. This not only will help employees, but also the school system, which will benefit from collective input from those who work with students directly.

Accordingly, Baltimore County requests a **FAVORABLE** report on HB 894. For more information, please contact Chuck Conner, Director of Government Affairs, at cconner@baltimorecountymd.gov.

CE Alsobrooks PG Testimony for Senate Bill 746 - P

Uploaded by: Simon, Travis

Position: FAV



THE PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

BILL: Senate Bill 746 – Education - Community Colleges - Collective Bargaining

SPONSOR: Senators Guzzone, et al.

HEARING DATE: March 4, 2021

COMMITTEE: Finance

CONTACT: Intergovernmental Affairs Office, 301-780-8411

POSITION: SUPPORT

The Office of the Prince George's County Executive **SUPPORTS Senate Bill 746**, which establishes collective bargaining for faculty and adjunct faculty at community colleges. The proposed legislation permits our community college employees to jointly decide on the path of advocacy they believe best supports their needs and enables individuals the right to exercise choice in their participation of any representation.

This bill provides faculty and adjunct professors a vital seat at the table of advocacy. Akin to other public servants in Prince George's County, like some of our teachers, police officers, firefighters, maintenance workers, and nurses, our community college educators deserve the ability to participate in collectively bargaining. And in our County, we have seen very positive results from collective bargaining, because when workers have a seat at the table, organizations run smoother.

As the County and State continue to move education goals forward and close educational gaps after COVID-19, it is apparently clear our community college will continue to play a major role in these efforts. However, these vital educators have been barred from a fundamental right to collectively bargain, and work with stakeholders to negotiate how best to operate and educate in a post-COVID landscape.

Now is time to give those that work directly with our students a say, because our educators, which are some of the most essential workers in our community, deserve to have an organized voice – this will provide benefits to the employees, students and the entire community college system.

For the reasons stated above, the Office of the Prince George's County Executive **SUPPORTS Senate Bill 746** and asks for a **FAVORABLE report**.

Frederick CE Gardner Support Letter for SB 746:HB89

Uploaded by: Simon, Travis

Position: FAV



JAN H. GARDNER
Frederick County
Executive

HB 894

Education – Community Colleges
- Collective Bargaining

County Position: SUPPORT

Date: February 10, 2021
Committee: Appropriations

Frederick County Executive Jan Gardner shares **SUPPORT** for House Bill – 894 – Education – Community Colleges – Collective Bargaining.

Our community colleges promote and provide access to the pursuit of higher education. The faculty and staff at these institutions play critical roles generating meaningful economic and social mobility for the students they serve.

County Executive Gardner supports the provisions in the proposed legislation that:

- Supports the goal to expand the right to bargain in Maryland to the faculty and staff of community colleges;
- Empowers community college faculty and staff to decide for themselves as to whether a union would be beneficial and support their needs;
- Preserves employee choice by providing the option to participate in a union if the option were available;
- Confirms the State's trust in its public employees, first responders, and the majority of Maryland educators with the right to advocate for themselves and to negotiate by conferring the same opportunity to community college staff;
- Requires that proposed agreements are subject to funding by the governing body, similar to other employee groups.

Office of the County Executive • Winchester Hall, 12 East Church Street • Frederick, Maryland 21701
301.600.1100 • jschaefer@frederickcountymd.gov

Howard CE Ball Supprt 2021 HB 894 - Collective Bar

Uploaded by: Simon, Travis

Position: FAV



HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

3430 Courthouse Drive ■ Ellicott City, Maryland 21043 ■ 410-313-2013 Voice/Relay

Calvin Ball
Howard County Executive
cball@howardcountymd.gov

www.howardcountymd.gov
FAX 410-313-3051

February 10, 2021

Delegate Maggie McIntosh, Chair
Appropriations Committee
House Office Building, Room 121
6 Bladen Street
Annapolis, MD 21041

Re: Testimony **IN SUPPORT** of HB 894: Education - Community Colleges – Collective Bargaining

Dear Chair McIntosh and Members of the Committee:

I am pleased to announce my support for House Bill 894, which would grant the right to collectively bargain to adjunct faculty and staff at our state's 16 community colleges. More than 14,000 faculty and staff at four community colleges in Maryland have access to this option. House Bill 894 would expand this bargaining power to the state's remaining community colleges. Passage of this bill would allow faculty and staff the choice join 100,000 K-12 instructors and 60,000 state employees who are able to negotiate their working conditions.

Often in times of economic uncertainty, our community colleges become a refuge for students and parents seeking more affordable options for higher education. In 2020, adjunct faculty members have helped an estimated 108,300 community college students enrolled in Maryland community colleges. So many of these students are gaining the knowledge and technical skills they need to compete in the post-pandemic recovery economy. House Bill 894 would benefit these students by giving their instructors the necessary leverage to potentially secure additional office space and office hours to support supplemental instruction. This would mean more time for students to absorb class materials and improve their performance.

In light of the COVID-19 pandemic, our investment in our staff at two-year institutions are that much more critical. Educators across the state have adapted their own work lives to maintain their own safety and the safety of their students. They are teaching in virtual classrooms so that their students can continue their educational journeys under unique circumstances.

Unfortunately, community college educators and staff lack the bargaining power that their colleagues in K-12 and four-year universities have used to negotiate their own COVID-19 working conditions.

Giving Maryland's community college staff collective bargaining power also gives them a stronger say in how their institutions care for the health and safety of the entire college community. This bill does not mandate unionization in Maryland's community colleges. It simply empowers community college employees to decide for themselves whether a union serves their needs.



HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

3430 Courthouse Drive ■ Ellicott City, Maryland 21043 ■ 410-313-2013 Voice/Relay

Calvin Ball
Howard County Executive
cball@howardcountymd.gov

www.howardcountymd.gov
FAX 410-313-3051

If our community colleges are to mold a talented and resilient workforce, we must listen to the dedicated professionals that put their students first every day and respect their choices.

As a former educator, I am proud of the work that employees at Howard Community College- one of the best colleges in the nation- has been able to achieve to create a highly skilled workforce. In 2019, Howard Community College received the prestigious *Malcolm Baldrige National Quality Award*, which measures organizational success and performance excellence. This presidential-level honor highlights the critical services our college provides our community. The college's talented faculty and staff have helped increase graduation rates, expand opportunities for economic mobility, and empower learners of all ages and backgrounds. These public servants are creating a significant return on investment for our county and therefore, the state every day.

In FY 2021, my Administration allocated \$36.5 million to Howard Community College, a 2 percent increase over the previous fiscal year's allocation. Through this investment, my Administration was able to provide for adequate support needs and the hiring of 3 new full-time faculty positions and an associate financial aid director to help the growing number of students in need. These employees will contribute to the vitality of one of Howard County's educational crown jewels. As local governments do their part to support our community college workers, state level legislative changes can create new possibilities for them to seek higher wages, more stable working conditions, and improve productivity.

The vast majority of community college faculty and staff enter the educational field because they are passionate about imparting their knowledge and skills. I commend Del. Haynes for introducing legislation that would elevate the voices of our educators. An empowered community college staff will keep our higher education institutions and students strong and successful.

For these and many more reasons, I urge a favorable report on House Bill 894.

Sincerely,

Calvin Ball
Howard County Executive

MOCO CE Elrich Support SB 746:HB894.pdf

Uploaded by: Simon, Travis

Position: FAV



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

February 8, 2021

TO: The Honorable Maggie McIntosh
Chair, Appropriations Committee

FROM: Marc Elrich
County Executive

RE: House Bill 894 – *Education - Community Colleges - Collective Bargaining* –
Support

I am writing to you to express my support for House Bill 894, legislation that grants collective bargaining rights to employees at Maryland's community colleges.

As County Executive, my experience negotiating with police officers, firefighters, and other public employees with collective bargaining rights has been positive. In fact, we have found that even when budgets are tight, we have been able to resolve issues large and small, both economic and non-economic, in negotiating with organized employees. When workers have a seat at the table, organizations run smoother. *In Montgomery County, staff and faculty at Montgomery Community College have their rights to organize and collectively negotiate recognized, which has benefitted students, faculty, staff, and the general public alike.*

Now that Maryland is looking for a way forward during and after COVID, we need to recognize the central role our community colleges will play. Already they provide an affordable education to young Marylanders, and they will no doubt be the source of professional retraining for workers who need a fresh start in the new economy. For so many Maryland workers, our community colleges will be the lifeline they need to recover after COVID. Making sure that instructors and staff can collectively bargain will be essential to the smooth operations of community colleges in this rapidly evolving environment. Educators and student-facing staff bring to the table the first-hand knowledge administrators need to make informed decisions about the future of their colleges during and beyond COVID.

The Honorable Maggie McIntosh

Re: House Bill 894

February 8, 2021

Page 2

The State of Maryland bargains collectively with its public employees, yet at some of our community colleges, we still have public employees who are denied their right to collectively bargain. Not only do I appreciate the value and efficiency that comes from collective bargaining, but it has become clearer since COVID began that workers need to have a seat at the table.

I ask that the Committee advance this bill. Supporting students, faculty, and staff of our community colleges is the right thing to do and can be done this Session.

cc: Members of the Appropriations Committee

Joe Stanik_Support_SB 746.pdf

Uploaded by: Stanik, Joseph

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Joseph Stanik. I am a resident of Anne Arundel County and serve as an adjunct professor at Anne Arundel Community College (AACC). I am also a retired U.S. Navy officer and a retired Baltimore City high school teacher. I strongly support Senate Bill 746 (The Maryland Community Colleges Employee Freedom to Collectively Bargain Act of 2021) and its companion bill, House Bill 894. I firmly believe that Maryland's adjunct professors should have the right to decide for themselves whether they will be represented by a union. Union representation is a fundamental right that over 200,000 other public sector workers enjoy. Community college employees should not be denied that basic right.

Fifteen years ago, I approached administrators at AACC and offered to create and teach a course on the History of the Middle East. The idea was enthusiastically approved, and I set about to design, develop, and launch the course, in both traditional classroom and online formats. I was assigned to teach the course every semester and summer sessions from the fall of 2009 through the summer of 2020. Due to the deleterious impact of COVID-19 on student enrollment, the course has been handed over to other instructors to teach. I not only created the course but also co-authored a comprehensive history of the region, which the AACC administration adopted for the principal text for the course! As an adjunct, I had no say in the decision to reassign the teaching responsibilities for the course and have no recourse in the matter. The course is now taught by instructors, who are not as well versed in its content. Our students deserve the most qualified instructors!

The time has come to grant community college employees, including adjunct professors, the right to bargain collectively. Maryland's adjunct professors deserve fair consideration in the assignment of courses, greater acknowledgement of their invaluable service to the community, improved compensation for their labor and talents, and, most important of all, a seat at the table where policies that affect our students and our livelihoods are discussed and decided upon.

I ask you to vote yes on SB 746 and strongly urge a favorable report from the Finance Committee.

Sincerely,

Joseph T. Stanik
Adjunct Professor

Jon Stanton_Support_SB 746.pdf

Uploaded by: Stanton, Jon

Position: FAV

Senate Bill 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Finance Committee:

My Name is Jon P. Stanton, Ph.D. I am a research psychologist. I have lived in Anne Arundel County for over 40 years. Almost 30 years ago, I first taught at Anne Arundel Community College as an adjunct. I then went to the College of Notre Dame of Maryland— subsequently re-named as Notre Dame of Maryland University. I remained there as a tenured Full-time professor for twenty-five years. I retired from full-time teaching there in 2014 although I continue to teach there in both the Psychology, Criminology, and Math departments as an adjunct (NDMU refers to adjuncts as “associate faculty”, incidentally). I also began in 2016 teaching again at AACC.

As a career college professor, when I returned to AACC I was horrified by the change in treatment of Adjunct faculty. Twenty-five years ago, the use of Adjuncts as community college was a rather casual affair, and proportionally there were many, many less of us. The department chair would call me and ask if I wanted to teach a course (or courses). Typically, these were off-core time classes, or remote locations (read: courses the full time faculty didn't want to teach). The pay was low, but we were given a roster, a textbook, a room assignment, and a “have a nice semester.” As an academic professional, that was all I required. There was never a problem, classes to teach were always available. Adjuncts were professionals in their field, or retired from full-time teaching. It was more of a “compensated” avocation, or a salary supplement. There were no benefits, there was no private or even semi-private office space. But those things were less important.

That model of adjunct faculty use by the community college has not changed in 25 years. The compensation is still amazingly low (less on a per-hour basis than say, a police officer). The more time one puts into the class, the lower that fixed-compensation becomes on an hourly basis.

As enrollments grew in the early 2000s, so did the number of people graduating with Master's degrees. People with Master's degrees have almost no chance of securing a full-time position at a four year institution, so their professional advancement as a college professor was limited to adjunct faculty positions.

The huge increase in students (more challenged ones at that) did not result in a significantly larger number of Full-time faculty within individual departments. Indeed, why should it? A huge labor pool of adjuncts was there, and the traditional adjunct model use is very low-overhead. Perhaps not surprisingly, Adjunct faculty use rose to levels today such that often 60-70% of courses taught at community colleges are by adjuncts. Is this a match made in heaven? Not exactly.

With so many people in the labor-pool, college demands on these adjuncts increased. Available courses are sent out on a spread-sheet in my department to “qualified” adjuncts to request assignments. “Qualified” means the potential adjunct has attended countless webinars on college policy, training on ever-changing Learning Management Systems, and even departmental retreats—*none of which* is compensated. Academic qualifications and experience is less valued than being a team player. The college creates a surplus of class offering in the hope they will populate. If they lack a certain number of students, the class will be cancelled, and the adjunct is just out of luck. If a full-time faculty member has a class that does not populate, departments will pull the class from the adjunct so they can meet contract requirements of full-timers. Adjuncts are flex-labor like temps as Amazon during the Christmas holidays. This can happen sometimes within a day or two of the class starting—meaning in the middle of the adjunct’s preparation for the course. There is no real adjunct contract, just a check box on a web page which actually states they can revoke it for the above reasons. Other than some community rooms with a few open desks and a microwave, there are no office spaces for private consultations with students (which, incidentally, probably borders on a FERPA violation). If I need to have a serious conversation with a student—be it a grade issue or a career planning conversation, it is probably going to happen in the classroom as one class is leaving, and another is coming in or in the parking lot.

Meanwhile, those adjunct professors struggling to put enough courses together to pay their mortgage often have to hop in their cars after class and strike-off for some adjunct position at another campus or school. I had a non-traditional student recently asked if he could just chat with me for a bit about a career in my field. For me, that seems like a primary function for a college professor. That was not possible with schedules and location problems, and frankly, compensation issues. I think we lost one, there.

Covid has been devastating for many professions. It has especially impacted adjuncts as courses have been slashed, and re-configured for asynchronous learning. Those of us teaching last spring had to reconfigure courses and again, learn new technology. There was no compensation for that. An adjunct either does what they are told, or they don’t get offered courses anymore.

Adjuncts are often forced to teach classes the way the department decides they should be taught, right down to how to set-up the gradebook (which incidentally, the administration monitors—again possibly a FERPA issue). Yet adjuncts are often given no say in how their own classes are to be run. Valid performance reviews do not exist. Finally, if an adjunct has a scheduled class pulled or cut, collecting unemployment is resisted by the college as they readily apply Md. Code Sec 8-909 policy which in *no-way* fits the adjunct model.

Clearly, advantage is being taken of adjuncts—who more and more are being “ridden hard, and put -up wet.” But the current effort to bring representation is not just about the abuse—inadvertent as it may be, but about the quality of the education we are providing students. Low pay, very difficult working conditions, and really a systemic lack of respect for adjunct faculty is adversely affecting the delivery of a quality educational product.

But the abuse of the adjunct model for staffing college courses, however inadvertent it may be, is an inequity unlike any other collection of State employees must endure. This contingent needs to have sufficient representation to allow reasonable compensation and/ or respect for their efforts. I fear if they do not, the business model for higher education will continue to drive the quality of a college education even further down. It is going to get what it pays for. That makes it a community problem. Penny-wise and pound foolish, is no algorithm for higher education.

Therefore, I urge you to vote "yes" on SB 746 and strongly request a favorable committee report.

Sincerely,

Jon P. Stanton, Ph.D.

Testimony-SB746-Education- Community Colleges -Col

Uploaded by: Stevenson, Christopher

Position: FAV



Official Testimony
SB 746 - Education - Community Colleges - Collective Bargaining
Position: **FAVORABLE**

Chair Kelley and Members of the Senate Finance Committee,

My name is Ricarra Jones and I am the Political Director of 1199SEIU United Healthcare Workers East. We are the largest healthcare workers union in the nation – representing 10,000 healthcare workers in Long-Term Care facilities and hospitals across Maryland. Our union supports SB746: Community Colleges Collective Bargaining and urge the Committee to issue a **favorable** report.

This legislation will establish collective bargaining rights for certain employees at community colleges. As a labor union, we believe all workers should have the right to organize, unionize, and bargain with employers for better working conditions. One of 1199's major victories throughout our history was in 1962 when we successfully pushed Governor Rockefeller in New York to sign a collective bargaining law allowing hospital workers to unionize for the first time. We stand in solidarity with our sister union SEIU Local 500 in their fight for collective bargaining because our members know first hand how the right to form a union had a positive impact on their lives, and we want that positive impact to be extended to community college employees.

Over 100,000 public school employees in K-12 schools have the right to collective bargaining, in addition to 60,000 state workers and 4,000 faculty and staff at four community colleges already. This bill will make sure more educators and school staff have the same rights other educators have already won. When our educators are taken care of, students receive a better education, and that benefits every Marylander. Please vote YES on SB746: Community Colleges -- Collective Bargaining.

Sincerely,

Ricarra Jones
Political Director
1199SEIU UHE
ricarra.jones@1199.org

Eric Stull_Support_SB 746[19553].pdf

Uploaded by: Stull, Eric

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Eric Stull, and I live in the city of Baltimore. I am an adjunct professor at both Anne Arundel Community College and Bowie State University. I support bill SB746 to extend collective bargaining rights to faculty at Maryland's community colleges. We deserve this most basic right to decide for ourselves whether we want to be represented by a union, a right so fundamental that over 200,000 other public-sector workers already enjoy it. Teachers and others who work at community colleges should never be denied such a basic right.

The COVID-19 pandemic has accentuated the manifold absurdity of being an adjunct professor in Maryland. Last summer, I had to wait six weeks to receive unemployment benefits and had to enlist the help of a state senator to get them, which I finally did only at the end of the summer when it was time to begin preparing for the fall term. As the fall semester's start date was closing in, I ended up having to purchase my own Zoom account to cut through the bureaucracies of two public institutions, and indeed, simply to deal with the difficulty of *having to teach* at two institutions to make ends meet. I wanted to use the same electronic platform to teach at both, but special permission was required from the dean at one school in order to use Zoom through the college, because only a small number of licenses had been purchased; at the other school, despite filling out twenty pages of paperwork almost two weeks before classes started, I still didn't have access to the university's learning-resource management system until the Friday before classes started, and even then access was limited. In effect, I had to buy a Zoom subscription so that I could *supply my own classroom* for my students. At the latter school, I was paid only twice during the semester, which meant I had to wait almost two months to receive any income, with four kids to feed. I could go on in this vein for many, many pages – I could easily fill a book -- describing the inane institutional dysfunction that I have observed while teaching close to 2,000 students over more than fourteen years at four public institutions in Maryland, two community colleges and two USM schools.

To say that it is utterly self-defeating for any system of education to mistreat its own teachers is a little like saying that any attempt to improve my physiognomy by cutting off my nose is likely to undercut its own purpose. Collective bargaining would give those who teach a say over the terms of our own work: it would give us more stability in our departments, more standing on the curricula that adjuncts (more than anyone else) teach, more ability to offer the robust talents which the current institutional strait-jacketing crimps, cramps, and constraints. The power to negotiate the terms of our work will help us do our work better, which will help students learn more and do better. Improving the lot of people who work improves the work those people do. The health and housing insecurities, and sundry other forms of material marginality that adjunct work constantly imposes on many adjuncts, despite the daily heroics those same people perform to overcome them, are terrible for our schools, which will eventually crumble under the weight of these iniquitous inequities if something isn't done about them. It ought to be obvious that this is profoundly dangerous for democracy. Please do something about these things now while you can.

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

Respectfully,

Eric Stull

Mark Tatum_Support_SB 746.pdf

Uploaded by: Tatum, Mark

Position: FAV

March 4, 2021

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

Dear members of the Finance Committee:

I am an Adjunct Professor of Communications at Howard Community College, Baltimore County Community College, and Coppin State University living in Hyattsville (District 1). I **support** the freedom of employees to decide if they wish to engage in collective bargaining. Senate Bill 746 is simply extending the same basic rights as our colleagues at four-year institutes, K-12 education, and even Montgomery Community College.

For starters, it is incredulous that our front-line workers are working in this modern era with zero voice and muted professional input. No working professional should be forced to accept archaic working conditions here in Maryland (or anywhere else in the U.S.) The solution is quite an easy fix: pass SB 746. This bill brings us out of an outdated work system—often rife with antiquated politics—and pushes our educational economy squarely into the 21st Century.

I remind you all that our working conditions are our student's learning conditions. The benefits of collective bargaining could mean job security, a space for faculty to meet with students, safe and healthy working conditions after a pandemic, and much much more. Our working professionals have had to endure decades of unfair labor practices with no relief in sight. And to answer “no” on this bill, would set us back indefinitely longer.

For us to decide on the right side of history, the choice to pass this bill is the best choice for all Marylanders. In an era where historic injustices are finally being addressed and righted, to add one more labor injustice to our course correction is the absolute right choice.

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

Sincerely,

Mark Tatum, M.A., M.A.

Adjunct Professor, Communications

Stephen Torres_Support_SB 746.pdf

Uploaded by: Torres, Stephen

Position: FAV

3/4/21

Senate Finance Committee

SB 746 – Education – Community Colleges – Collective Bargaining

SUPPORT

Dear members of the Finance Committee,

My name is Stephen Torres and I'm an adjunct instructor at Howard Community College in Columbia, Maryland. I'm writing to voice my support for SB 746 – Education – Community Colleges – Collective Bargaining. As you all may know, this bill would grant community college employees the right to be represented by a union and collectively bargain with their respective campus administrations. This is a right enjoyed by over 200,000 other public sector employees in the State of Maryland, and yet community college employees have been left behind and denied this basic right. This inequality is unjust and undervalues the lives and contributions of these essential workers.

During the COVID-19 pandemic, many community college instructors, like myself, were called upon by their respective schools to retrain to become online instructors, as it was necessary for the learning environment to shift from the classroom to the Zoom room. We did this to protect the health and safety of our students, faculty, and support staff from the deadly coronavirus. As our nation and state recover, and with community colleges predicted to play an important role in that recovery, it's more important now that we acknowledge how essential community college employees have been throughout this pandemic, and how important they will continue to be in training and retraining thousands of Marylanders. It is also imperative that they be given a voice in the decision-making process that determines the speed and manner in which their campuses are reopened, in order to ensure the continued prioritization of health and safety on campus. In addition, we seek to have the ability to bargain for better working conditions, such as greater job security. Adjunct instructors are hired on a per-semester basis and are often not notified of course cancellations until less than a week before the beginning of a new term, long after it would be reasonable to find employment at another institution. This makes the emotional and financial stability of being an adjunct difficult and means that the attention of the instructor must partly be toward being prepared to find new work, when they should be focused on the academic success of their students. Our working conditions are our students' learning conditions.

We have fought to gain this right for years. This bill is just the latest in a succession of bills that have been brought before the General Assembly that would grant community college faculty the right to collectively bargain. This is the year we pass this bill. Let's get Maryland back on the path to recovery by giving community colleges, and their employees, the tools for success and the respect they deserve. I ask you to vote yes on SB746 and strongly urge a favorable committee report.

In Solidarity,

Stephen Torres

Adjunct Professor

Mitchell Tropin_Support_SB 746.pdf

Uploaded by: Tropin, Mitchell

Position: FAV

March 4, 2021

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

Dear Chairperson Kelley and members of the Finance Committee:

My name is Mitchell Tropin. I am executive vice president of SEIU Local 500. I also am a Montgomery College adjunct professor, teaching in Takoma Park. I urge this panel to wholeheartedly support SB 746. This measure will give adjunct faculty and staff at Maryland community colleges the same fundamental collective bargaining rights that all other state employees enjoy.

Only Montgomery College adjuncts and staff can organize. That ability enables MC part-time faculty and staff to enjoy better pay and working conditions than their colleagues at Maryland's 13 other two year colleges. I have taught at non-union colleges and the difference in the working environments is night and day.

Why is this bill necessary? Of the many reasons, the most compelling one is the issue of social justice. Over 200,000 state employees have collective bargaining rights, yet an estimated 15,000 employees are denied those same rights for no good reason. These employees have no voice at their community colleges.

These hard working instructors and staffers at those schools are trying to give Maryland adults the tools and skills they need to enjoy a good middle class life. Yet they must deal with poor pay, inadequate working conditions and no job security from semester to semester. This bill represents a compromise that ensures granting collective bargaining rights does not impose a financial burden on our two year colleges.

Having a union at MC means that my colleagues and I have a seat at the table in determining our work conditions. We meet with senior MC administrators to discuss the issues that matter to part-timers. Having effective shared governance means MC instructors have "skin in the game" and give their all so the college does its best in educating its citizens and prepares them to contribute to our economy. All community colleges should operate this way and that's why adjuncts need a seat at the table. We need collective bargaining rights now.

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

In solidarity,

Mitchell Tropin
SEIU Local 500 & Montgomery College Part Time Faculty Union

Kirt Ways_Support_SB 746.pdf

Uploaded by: Ways, Kirt

Position: FAV

March 4, 2021

Senate Bill 746 – Education – Community Colleges – Collective Bargaining Support

Dear members of the Senate Finance Committee:

My name is Kirt Ways. Currently I am employed as an ESOL teacher for Prince George's County Public Schools. In addition to that, I work as an adjunct ESL teacher for Anne Arundel Community College and Prince George's Community College. I fully support bill SB746 Education Community Colleges Collective Bargaining. It is time for the adjunct college community to decide for itself that it wants to be represented by a union. There are too many highly educated, experienced, and skilled adjuncts that are struggling to make ends meet. Many of these educators have higher level degrees in their respective fields as well. This is a fundamental right that over 200,000 other public sector workers enjoy, and community college employees should not be denied the basic right.

The COVID-19 pandemic has caused me to lose a significant number of hours at both colleges. Classes that I normally have taught for years were suddenly and unfortunately canceled or taken by full time professors in order to complete their course load. I believe that adjuncts need the ability to negotiate their salaries and health benefits as well. As I previously mentioned, a significant number of adjuncts not only hold higher degrees, but have a plethora of experience as well. Community colleges could not function if not for adjunct professors. The time has come to give them benefits that they have rightfully earned.

Adjunct community college professors have painfully endured subpar working conditions for a very long time. Now, it is time for those conditions to be not only fully addressed, but resolved as well. This is the year to pass legislation that gives adjunct community college professors a seat at the table. The pandemic that we are all suffering through has further put a wedge between what adjunct community college professors should rightfully have and what they don't. This legislation is most certainly needed to keep Maryland's Community Colleges operating safely and continuing to repair the damage caused by the pandemic as well as the lack of collective bargaining rights for Maryland's Community College Adjuncts.

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

In Solidarity,

Kirt Ways, Certified K-12 ESOL Teacher
MS Adult Learning (specialization ESL to Adults)

Adjunct Professor, Anne Arundel Community College

Prince George's Community College

20210304Testimony in Support of SB746.pdf

Uploaded by: Wilson, Michael

Position: FAV

**Testimony in Support of SB746
Education – Community Colleges – Collective Bargaining
March 4, 2021**

To: Hon. Delores Kelley, Chair, and members of the Senate Finance Committee
From: Michael Wilson, Executive Assistant to the President
United Food and Commercial Workers Union, Local 400

Chair Kelley and members of the Senate Finance Committee, I appreciate the chance to share my testimony on behalf of our over 10,000 members in Maryland, working on the front lines of the ongoing pandemic in grocery, retail, food distribution, law enforcement, and health care.

We strongly support SB 746 and urge you to vote it favorably. Maryland’s community colleges have been an amazing resource for our members and their families to further their educations in a cost-effective way, often while remaining on the job to support themselves and their families. For this resource to remain strong and effective, it is essential that the people working at community colleges have a voice on the job through collective bargaining.

Our members know the benefits to both them and their employers of collective bargaining. Workers having a voice on the job means they can speak up when they see problems, suggest improvements without fear of being ignored or retaliated against, and act when there are dangerous situations impacting safety and health. The ongoing pandemic has made having this kind of a voice on the job that much more critical. Our members, on the front lines every day through this crisis, will be better served by a community college system where workers have the same opportunities to speak up that they do.

Like everyone, our members are anxious for things to get back to “normal” and this pandemic to be over. Unfortunately, no one knows when that will be, but even while it continues, we can learn valuable lessons from our experience over the last nearly 11 months of crisis. One of those lessons is that workplaces function better and the safety and health of everyone in a workplace, from the employees themselves, to management, to customers, or in this case, students, is improved when workers can speak up without fear. The only way to make that a reality and improve our community colleges as we hopefully emerge from this crisis, and for the long term, is by giving workers a voice through collective bargaining.

To make sure all Marylanders have a voice on the job, and that we are healthy and safe, we urge you to vote favorably on SB 746. Thank you.

Charlotte Wulf_Support_SB 746.pdf

Uploaded by: Wulf, Charlotte

Position: FAV

March 4, 2021

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

Dear Members of the Finance Committee:

My name is Charlotte Wulf, and I am an adjunct professor of English at a Maryland community college. I am writing to you because I enthusiastically support SB746-Education-Community Colleges-Collective Bargaining. I believe that I have a basic right to decide for myself whether I want to be represented by a union. Over 200,000 other public sector workers enjoy this fundamental right, so community college employees should not be denied this basic right.

Being able to bargain collectively would be an enormous help to my colleagues and me, because as things stand now, we have no voice in what happens to us at all. Because of only being able to teach a limited number of courses at one college, many adjuncts must teach at two, three, and even four different colleges. My community college limits my teaching load to a maximum of two courses per semester, so like many other adjuncts, this means I need to have other jobs. In fact, I have three other jobs—one other teaching job at a four-year college and two non-teaching jobs--and when all four salaries are combined, I make less money than a full-time teacher at a community college makes. What is especially frustrating is that I do not always know whether I will have two courses to teach or only one each semester at my community college. Also, I do not know what course(s) I am assigned to teach until a few days before the semester begins, which means that I have very little time to prepare to teach. This makes the beginning of each semester very stressful.

Being forced to have multiple jobs at various locations also means, in non-pandemic times, a great deal of time spent each day driving among those locations. This severely limits the amount of time an adjunct can spend talking with students outside of class. On top of that, many colleges do not provide a place where adjuncts can meet with students anyway. I remember one college I used to teach at where I would frequently see a really dedicated math adjunct meeting with his students in the cafeteria. Students deserve to be able to meet with their teachers when they need to do so, and they should be able to meet with their teachers in a quieter and less crowded place than a cafeteria.

I believe that 2021 is the year to pass this important bill. We adjunct teachers deserve a seat at the table so that our voices can be heard. If Maryland's community colleges are going to build back better after this pandemic is over, they need our input.

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

In solidarity,

Charlotte Wulf
Adjunct Professor

Peggy Yates_Support_SB 746.pdf

Uploaded by: Yates, Peggy

Position: FAV

March 4, 2021

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

Dear members of the Finance Committee:

My name is Peggy Yates, I worked for four years as an adjunct professor, five years as a full-time faculty member and in 2019, received promotion to Full Professor in the Humanities Department at Prince George's Community College in Largo, Maryland. I enthusiastically support bill SB746 – Education – Community Colleges – Collective Bargaining. I believe faculty at Maryland community colleges deserve the right to decide for themselves whether they want to be represented by a union. Having been a longstanding member of Actors Equity and Screen Actors Guild, I know very well the benefits of union membership. It will ensure fairness, safety in the workplace and much needed support in many other areas. The faculty at Prince George's Community College not only need, but deserve to be represented by a union. This is a fundamental right that over 200,000 other public sector workers enjoy, and community college employees should not be denied the basic right.

COVID-19 has had a huge impact, not just on my work, but on my students as well. I talk to and see my students several times a week. I hear what they are going through. It's preposterous to me that the administration does not value the first-hand knowledge faculty have of their students experience. The administration continually disregards the insight faculty have into the needs of the students at PGCC. But this problem extends beyond the devastating impact of this pandemic. This refusal to give faculty a seat at the table routinely negatively impacts the student body. I hear the frustrations and the anger and disappointment my students experience when they struggle to get through the "front door" of PGCC. Every semester I start my classes with a discussion about the experience my students have had with getting started. Every semester I hear the same complaints about how hard it is to do the simplest things, from registering for class to getting correct information from advisors, to accessing financial aid and dealing with multiple conflicting administrative voices. Why would faculty NOT have a seat at the table, a voice in the decisions that directly impact the students they see multiple times a week? It's ludicrous. There is a reason PGCC has, shall we say, a "questionable" reputation. The operations and organizational aspect of the college ignores and undervalues the concerns and experiences and knowledge that faculty could and would love to bring to the table if they had a voice that would be heard in support of the experience their students are having every day at PGCC.

We deserve a seat at the table NOW. The students deserve us to be at the table. We will make a difference in the experience they are having and the impact it would have on their education and their future in the workplace and in their communities. I believe the reputation of PGCC would benefit as well! This legislation is needed to keep Maryland's Community Colleges running safely, effectively and building Maryland back better after this pandemic is over. **I ask you to vote yes on SB 746 and strongly urge a favorable committee report.**

Sincerely,

Peggy Yates

Testimony for Senate Bill 746 - Prince George's Co

Uploaded by: Young, Ron

Position: FAV



THE PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

BILL: Senate Bill 746 – Education - Community Colleges - Collective Bargaining

SPONSOR: Senators Guzzone, et al.

HEARING DATE: March 4, 2021

COMMITTEE: Finance

CONTACT: Intergovernmental Affairs Office, 301-780-8411

POSITION: SUPPORT

The Office of the Prince George's County Executive **SUPPORTS Senate Bill 746**, which establishes collective bargaining for faculty and adjunct faculty at community colleges. The proposed legislation permits our community college employees to jointly decide on the path of advocacy they believe best supports their needs and enables individuals the right to exercise choice in their participation of any representation.

This bill provides faculty and adjunct professors a vital seat at the table of advocacy. Akin to other public servants in Prince George's County, like some of our teachers, police officers, firefighters, maintenance workers, and nurses, our community college educators deserve the ability to participate in collectively bargaining. And in our County, we have seen very positive results from collective bargaining, because when workers have a seat at the table, organizations run smoother.

As the County and State continue to move education goals forward and close educational gaps after COVID-19, it is apparently clear our community college will continue to play a major role in these efforts. However, these vital educators have been barred from a fundamental right to collectively bargain, and work with stakeholders to negotiate how best to operate and educate in a post-COVID landscape.

Now is time to give those that work directly with our students a say, because our educators, which are some of the most essential workers in our community, deserve to have an organized voice – this will provide benefits to the employees, students and the entire community college system.

For the reasons stated above, the Office of the Prince George's County Executive **SUPPORTS Senate Bill 746** and asks for a **FAVORABLE report**.

SB 746 - Education – Community Colleges – Collecti

Uploaded by: Zwerling, Samantha

Position: FAV

**Testimony in SUPPORT of Senate Bill 746
Education – Community Colleges – Collective Bargaining**

**Senate Finance Committee
March 4, 2021**

**Samantha Zwerling
Government Relations**

The Maryland State Education Association strongly supports Senate Bill 746, which would give the 15,000 faculty and staff of Maryland’s public community colleges the power and freedom to bargain collectively with their employer- if they choose. MSEA has supported this issue since 2014 and hopes this is the year that the bill finally makes it across the finish line.

MSEA represents 75,000 educators and school employees who work in Maryland’s public schools, teaching and preparing our 896,837 students for careers and jobs of the future. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3 million-member National Education Association (NEA).

Senate Bill 746 is a priority for MSEA during the 2021 Legislative Session, as we believe that the attainment and exercise of collective bargaining rights are essential to address the needs of all education employees. Collective bargaining provides fair, effective, and enforceable decision-making, problem-solving, and innovation between employees and employers. This bill will give workers a voice in how their community colleges work to improve both working conditions for employees and learning conditions for students. Senate Bill 746 represents the best tradition of academia—giving employees the right to debate, discuss and move forward based on the evidence before them about whether to join a union.

This bill will ensure that community college faculty and staff have the same rights as public K-12 educators. MSEA, representing K-12 public educators, has been a strong ally in the fight for funding and defending public education alongside local education agencies. Employees at community colleges also want to advocate and be partners in that fight for resources. They also want to have a say in their work conditions.

The pandemic has shown that employees need a seat at the table when looking at health and safety considerations, and not just on economic issues. MSEA’s local affiliates have gone to the bargaining table across the state with local boards of education throughout the pandemic to negotiate memorandums of understanding. Existing organizational structures proved valuable for communication and negotiations when schools had to change operations overnight at the Governor’s State of Emergency declaration. Employee organization was an asset for the school community, and allowed for instant collaboration.



Giving full and part-time faculty the right to bargain over assignments, notification of employment, office space, office hours is good for students. Stability for teachers and predictability in assignment means that students can count on continuity among their teachers and know when and how to find them when they need help. Something as simple as getting a teacher's name printed in the course catalog, instead of 'TBD' or 'faculty' means they can look for faculty they've had before and have a good working relationship with.

Maryland has long celebrated the freedom of association and the role of organized labor. The strength of organized labor is critical to protecting workers, ensuring quality, and maintaining fairness, safety, and competitive wages in the workplace. Strong employee associations are able to solve problems and represent the needs and concerns of employees and the community to benefit everyone. As other states pass more anti-worker legislation and the Supreme Court's decisions have made it even harder for workers to organize, Maryland should be a leader for working people and pass this bill.

Including the voice of faculty and staff in the improvement of their working conditions ultimately makes it easier to recruit and retain the best possible faculty and staff for our students. This bill will give employees a voice in the decisions that shape their careers and the academic achievement of our students.

MSEA urges a Favorable Report on Senate Bill 746.

SB746_CC_unfav_Copprsmith.pdf

Uploaded by: Coppersmith, Clifford

Position: UNF



SENATE FINANCE COMMITTEE
March 4, 2021
Testimony Opposing SB 746
Dr. Clifford Coppersmith, President

SB 746 – Education – Community Colleges – Collective Bargaining
Position: Unfavorable

Community Colleges across the state of Maryland are facing many new challenges as we negotiate the COVID-19 pandemic, its attendant economic devastation and the continuing challenges we were already facing to serve the students and communities of our respective regions. Maryland’s community colleges will be the foundation for recovery as our counties and communities rebuild from this major national health and economic disaster. The time is simply not right for the implementation of this legislation that, if passed without revisions, will have an added negative impact on the most important population we serve – our students.

The historic underfunding of Maryland’s community colleges and repeated failure to fully fund the community college system under the Cade Formula has left an accumulated statewide deficit of \$140 million. This means that our local counties and, even more critically, our students have been left paying the majority of the cost of providing the critical education and training that is the primary mission of community colleges. If this state mandate is emplaced the significant costs it will impose will mean that students and local governments will have to fund the resultant increase in costs to maintain budgets and operations.

If the intent of the state legislature is to promote harmonious and cooperative relationships with public employees and if this legislation is passed the following revisions must be considered to lessen the impact on our students and our local governments:

1. Legislation for collective bargaining at the local level should require the approval of local county governments.
2. The current maximum allowance for as many as six bargaining units must be reduced to three.
3. The definition of part-time faculty must be more reasonable.
4. Implementation of the legislation must be delayed until 2024 to allow a reasonable time for preparation of college administrators to manage the process.
5. Provision must be made for the costs and time of training college officers in the various aspects of collective bargaining and organization.

There are many other provisions that should be reviewed as part of the process for revising this legislation to minimize its impact on the very people we serve as a community college system. I urge our representatives and senators to consider the recommendations of my colleagues across the Maryland community college system and from the Maryland Association of Community Colleges (MACC) that will improve this legislation and fundamentally lessen its negative impacts on our students.

SB 746 LOO Final.pdf

Uploaded by: Hale, Terry

Position: UNF

President Robert Meffley, District 1

Vice President Jackie Gregory, District 5

Councilman William H. Coutz, District 2

Councilman Al Miller, District 3

Councilman George Patchell, District 4



James Massey
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COUNTY COUNCIL OF CECIL COUNTY
Cecil County Administration Building
200 Chesapeake Boulevard, Suite 2110, Elkton, MD 21921

March 2, 2021

The Hon. Delores G. Kelley
Senate Finance Committee
3 East
Miller Senate Office Building
Annapolis, MD 21401

RE: SB 746 Education – Community Colleges – Collective Bargaining
Letter of Opposition

Dear Members of the House Rules and Executive Nominations Committee:

The County Council of Cecil County unanimously opposes SB 746 Education-Community Colleges-Collective Bargaining.

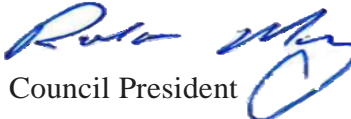
This legislation would require local collective bargaining for local community college employees including full-time faculty, part-time faculty, and staff.

This Bill will be a mandate on local governments to fund and may result with college budgets being stretched so thinly that there would be layoffs in order to come up with additional funding. Cecil College has been growing their services to students. This legislation could restrict or reduce the college's ability to offer programs for students.

The Cecil County Council respectfully requests that the Senate Finance Committee oppose SB 746.

Members of the Cecil County Council thank you for your consideration of their request.

Sincerely,


Council President

Copy: Cecil County Delegation

SB746 Collective Bargaining Opposition Testimony -

Uploaded by: Hoy, Murray

Position: UNF



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**Senate Finance Committee
Testimony Opposing SB 746
Community College Collective Bargaining**

**Dr. Ray Hoy, Esq., President
Wor-Wic Community College
March 4, 2021**

Please accept this written testimony in opposition to SB 746, Community College Collective Bargaining.

With the budget cuts community colleges have absorbed (CADE reduction to the FY 21 budget combined with the BPW funding recission at the beginning of the fiscal year, and COVID-induced enrollment declines), this is a very bad time to press for collective bargaining legislation. All institutions are well into the process for our FY 2022 budgets and the additional costs needed to implement collective bargaining by October 1, 2021 is not a budgeted expense. Only five Maryland community colleges have in-house legal counsel and almost all will need to contract for outside labor counsel. Regardless of institution size, labor law firms have provided estimates of \$200,000 for their services. Additional Human Resources staff required to manage this process are projected to be more than \$175,000 annually. The costs will vary depending on number of bargaining units and size of the institution.

These unbudgeted costs will be a burden on students through tuition and fee increases and reduced programs and services. Given that fact that 48% of community college enrollment is made up of students of color and over 79,000 of our students receive financial aid, this action will inequitably burden students of color and economically-disadvantaged populations by forcibly increasing the costs of their education and/or by depriving them of programs and services at their community college.

Local decision

Collective bargaining at the community colleges should be a local decision. The state (at 32%) is the minority partner in community college funding, with the counties at 39% and students at 37%. These were the percentages before the FY 2021 BPW-imposed state funding recission. Since the state funding is formula driven and will not increase with the implementation of collective bargaining, the financial burden will fall on students in the form of tuition increases and/or the county contribution will have to increase to pay for significant costs associated with collective bargaining and subsequent negotiated agreements. Therefore, it is essential that the counties have a role in deciding whether their local community college should be subject to collective bargaining.

The bill even contemplates the role of county governments in providing the funding. The provision in 16-709 (F)(2) calls for the agreement to be reopened if the county does not support the budget request for funding the agreement. Clearly, it is recognized that the counties will be responsible for funding the agreements; therefore, the counties should have a say in whether they want collective bargaining at their local institutions. In the case of the regional community colleges, due to the statutorily mandated shared funding obligation, each of the support counties must approve collective bargaining.

State funding

State aid to community colleges has been reduced eight times since the economic downturn in 2008. The reductions to our State aid since 2008 total \$141,578,943. At the beginning of FY 2021, the Board of Public Works reduced community college funding by \$36,393,100. This action reduced the funding tie to the per-student funding at the selected public four-year institutions to 21.8%. When the CADE formula was implemented in 1998, the funding tie was established at 30%, and subsequently reduced to 29%. That obligation has never been met by the state. While the FY 2022 budget is still an unknown, it is unlikely that community colleges will be returned to the original FY 2021 statutory funding level, let alone the CADE mandated FY 2022 level. If the state wants to mandate collective bargaining at community colleges, then the state should step-up and meet its funding obligation. No statewide collective bargaining bill should be implemented until the state meets its statutorily-defined CADE funding formula obligation of 29% of the per-student funding at the selected four-year public institutions.

Implementation timing and training

Before institutions are required to implement collective bargaining, training should be provided by the state. Colleges will have to hire additional staff who will need to be trained before becoming involved with establishing bargaining units, dealing with contracts and negotiations. As stated above, this bill has an implementation date just months after its passage. College budgets for FY 2022 will be finalized prior to passage of the legislation. There are no positions and no additional legal fees budgeted to deal with collective bargaining, except at those institutions where local bills have already implemented collective bargaining. Colleges need at least a year to prepare and budget for collective bargaining. An implementation date of October 1, 2021 is unrealistic.

Other concerns

There are numerous other issues with this bill including; the unmanageable number of bargaining units (6); faculty collective bargaining provisions that completely ignore the “meet and confer” process successfully implemented at every public 4-year University System of Maryland institution; a misunderstanding of the unique nature of part-time faculty, most of whom work other jobs or are retired, have inconsistent teaching loads and lack continuity of employment; timeframes that are inconsistent with Federal labor law and Maryland Personnel & Pension statutorily-defined timelines; and, an authorization notification process that seemingly violates the Supreme Court decision in Janus requiring affirmative consent to deduct union dues from an employees paycheck.

This bill should not be approved or implemented this year in its current form. It poses significant issues for community colleges need to be addressed prior to adoption.

sb746test(mj).pdf

Uploaded by: Jackson, Marcus

Position: UNF



The Voice of Merit Construction

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March 4, 2021

TO: FINANCE COMMITTEE
FROM: ASSOCIATED BUILDERS AND CONTRACTORS
RE: S.B. 746 – EDUCATION – COMMUNITY COLLEGE –
COLLECTIVE BARGAINING
POSITION: OPPOSE

Associated Builders and Contractors (ABC) opposes S.B. 746 which is before you today for consideration. The proposed bill seeks to establish collective bargaining rights for certain community college employees. In addition, it would establish procedures for the selection and certification of an exclusive bargaining representative and would establish a cap on the number of bargaining units that may be within each community college.

With the budget cuts to community colleges and falling enrollment rates due to COVID – 19, it is ABC's position that this bill would add costs burden to employers, who typically pay for the training of their employees and for the students who self-pay for both college and training.

In addition, by implement collective bargaining by October 1, 2021, it would create an additional strain to an already tight state budget.

On behalf of the over 1,500 ABC business members in Maryland, we respectfully request an unfavorable report on S.B. 746.

Marcus Jackson, Director
Government Affairs

SB0746-FIN_MACo_OPP.pdf

Uploaded by: Kinnally, Kevin

Position: UNF



Senate Bill 746

Education - Community Colleges - Collective Bargaining

MACo Position: **OPPOSE**

To: Finance Committee

Date: March 4, 2021

From: Kevin Kinnally and Drew Jabin

The Maryland Association of Counties (MACo) **OPPOSES** SB 746. This bill would establish a uniform statewide collective bargaining process for community college employees.

Counties oppose the one-size-fits-all approach of SB 746, which limits local decision-making. The move to collective bargaining outlined in this bill could create potentially unsustainable costs for counties, who provide substantial funding for community colleges throughout Maryland—especially since the legislation does not envision any added State support. Moreover, this bill will lead to increased tuition costs at a time when training and education opportunities are most needed.

In addition, despite counties' role in supporting community colleges, this legislation would not provide any opportunity for county governments to participate in collective bargaining negotiations. The combination of these effects – State-imposed system and costs, no county participation in bargaining, and no additional State funding – is simply not affordable as a statewide county mandate and could present substantial budget difficulties.

Current state laws include distinct collective bargaining processes for community colleges in several jurisdictions. Several colleges already have some locally-authorized collective bargaining. This bill allows for collective bargaining contracts at those colleges to continue only until they expire. After that point, the existing systems must be repealed and substituted for the far more detailed and restrictive collective bargaining process required by SB 746.

As partners in the network of community colleges serving the state's residents, county governments reserve the ability to have input into potentially costly shifts in community college administration. Because this legislation would not provide local flexibility in the decision to allow collective bargaining at county community colleges, MACo **OPPOSES** SB 746 and recommends the Committee issue an **UNFAVORABLE** report.

SB746_AACC_OPP_DSLindsay.pdf

Uploaded by: Lindsay, Dawn

Position: UNF

**Dr. Dawn Lindsay***President*

410-777-1177

Fax: 410-777-4222

dslindsay@aacc.edu**SENATE FINANCE COMMITTEE****March 4, 2021****TESTIMONY****Submitted by****Dr. Dawn Lindsay, President****SB 746: Education - Community Colleges - Collective Bargaining****Position: Unfavorable**

I am Dr. Dawn Lindsay, president of Anne Arundel Community College.

The extra expense associated with collective bargaining will put a severe strain on the budgets of community colleges. AACC alone estimates that the cost of staffing to engage in collective bargaining and increased expenses to meet union demands to be approximately \$1.96 million dollars in the first year.

For many years, the State has not fully funded its obligations under the CADE funding formula, leaving community colleges to do more with less to meet with education and workforce needs of the students they support. State aid to community colleges has been reduced by over \$141 million since 2008. If the State legislature wants to implement collective bargaining, then the Bill should be revised to include a provision that collective bargaining cannot be implemented until the CADE formula is fully funded by the State.

Community colleges are loathe to increase tuition during this unprecedented time of need for their students. Even if community colleges wanted to increase their tuition, the Governor has capped tuition increases at 4% per year, which simply will not cover the increased costs associated with collective bargaining.

This leaves the county budget as the only viable source for the additional funds to support this legislation. Yet, the legislation does not provide the counties with an opportunity to decide whether the counties will support this enabling legislation.

This Bill creates an unfunded mandate where the only result will be long, drawn out negotiations where very little is gained by the represented employees because there is simply no funding to support the demands.

We have concerns that the Bill includes the potential for six bargaining units. Allowing this many units will lead to competing interests among the workforce. It would be unwieldy and excessively costly. As currently drafted, the Bill has no minimum number of members for a bargaining unit. It is not be reasonable to add to the expense, staffing, and workload that managing a unit would require for very small bargaining units of less than 20 employees.

The current Bill prohibits community colleges from engaging in debate and discussion regarding unionization. This ban on employer speech is unreasonable. Without both sides being able to express its view regarding unionization, employees will hear only one side of the issue, may be given misleading information, and will not be able to make an informed decision.

We are very concerned about the ability of a union to be certified without an election. An exclusive representative should never be designated simply by a showing of interest. A decision as important as deciding whether an employee wants to be represented for purposes of collective bargaining must only be decided by a secret ballot election. Additionally, there should be a provision that the Board can only designate an employee organization as the exclusive representative if a minimum of 50% of the eligible members of the unit cast a vote.

For these reasons, I request that the Finance Committee provide an unfavorable report for this Bill or consider significant amendments.

SB746 Murphy_Maureen_Testimony_3 2 21.pdf

Uploaded by: Murphy, Maureen

Position: UNF

FINANCE COMMITTEE

March 2, 2021

TESTIMONY

Submitted by

Dr. Maureen Murphy, President

SB746 Education – Community Colleges – Collective Bargaining

Position: Oppose

My name is Dr. Maureen Murphy, and I serve as the president of the College of Southern Maryland. Today, I am testifying in opposition to SB746. While there are several objections to the existing bill as presented, I'd like to address the sheer number of unions overall, and more specifically the proposed faculty union.

Six bargaining units, as proposed, is excessive, and at small or medium-sized colleges, can result in very small unions. The proposed unions also create divisions among employees that are contrary to current college cultures.

I also oppose the formation of faculty unions. We value our faculty: their expertise, their commitment, and their continued development. Our faculty hold the same credentials as university faculty; however, they choose community college careers because they believe in our mission: to serve the underserved and create opportunities for those who would not otherwise have them. Indeed, community colleges are social justice through education.

As such, community college faculty should have parity with university faculty. Their professional status is equal, and it seems unreasonable that SB746 suggests they need a union when faculty from the University System of Maryland are allowed to Meet and Confer. Our faculty should be accorded the same respect.

SB746 also allows for an adjunct issue; however, there needs to be definition. Adjunct faculty are part-time, which allows colleges to bring in occasional experts when needed and to accommodate the vicissitudes of open admission enrollment. While some adjunct faculty are trying to piece together full-time work, many others desire to be part-time, and teach perhaps one or two classes annually. Montgomery College defines adjunct as an individual who taught a minimum of 9 credit hours in the previous year and is scheduled to teach a minimum of 9 credits in the following year, which seems reasonable.

Additionally, I question why SB746 should happen now, when all of us are trying to rebuild from the significant disruptions of the global pandemic. Disrupting yet one more system keeps our colleges from focusing on our students, whose families are experiencing unprecedented levels of job loss, food insecurity, and technology challenges.

I urge an unfavorable report on SB746.

SB0746_MACC_UNF_B.Sadusky.pdf

Uploaded by: Sadusky, Dr. Bernard

Position: UNF



Senate Finance Committee
TESTIMONY

Submitted by Dr. Bernard J. Sadusky, Executive Director

March 4, 2021

SB0746 – Education – Community Colleges – Collective Bargaining

POSITION: OPPOSE

The Maryland Association of Community Colleges, representing all of Maryland's 16 community colleges oppose SB746/HB894 because the proposed legislation fails to guarantee sufficient state funding to compensate our colleges for increased collective bargaining costs. Historically, community colleges have been underfunded and Maryland's community colleges are no exception. The mere fact that the CADE formula has never been fully funded since inception 29 years ago points to the State's inability to meet its one-third funding responsibility. Our community colleges formula has been rebased eight times since 2008, equating to \$140 Million in funding which should be in our base.

Most recently, our projected increase of \$36.2 Million was rescinded for the current fiscal year. The Governor's Budget Reconciliation and Financing Act (BRFA) legislation for next year's budget also specifies we will lose another \$26 Million and based on our continued enrollment decrease spells fiscal disaster for our colleges. Adding collective bargaining will only add to our college's fiscal deficits.

Beyond the fiscal impact, MACC would like to address other issues of the bill as written. First, MACC absolutely agrees that the General Assembly's intent should be to promote harmonious and cooperative relationships with the public employees of community colleges. In fact, our colleges work hard to actively achieve that goal within their fiscal parameters. To meet the intent stated above and shared by both groups, the proposed legislation should be modified and/or amended. Several examples of necessary modification or amendment follows:

1. Since the State has proven to be an inconsistent partner in funding, the CADE formula and any increased fiscal burden associated with collective bargaining will fall on the local governments served by our community colleges. This legislation should require approval of local governments for their community colleges.
2. The legislature should attempt to ensure maintenance of the professional culture which now exists on our campuses without disruption. Specifically, the allowance of as many as 6 bargaining units per college is far too many and would place our colleges in constant negotiations. Remember, unlike state government negotiations for all state agencies, this

legislation is per campus; hence we can have as many as 6 bargaining units bargaining at our 16 community colleges, totaling 96 varied negotiations at one time. This would be costly and certainly not serve the efficient operation of our colleges. No more than 3 units are necessary.

3. The definition of part time faculty needs to be defined since by nature of the mission of community colleges, our colleges employ many professionals from many professions to teach single courses. They are necessary to teach the many technical and skilled courses we offer, but should not be included in this legislation, hence a definition of part-time or adjunct faculty is needed. In past testimony, SEIU has pointed to the Montgomery College contract as ideal. It contains a definition of part-time that is reasonable and workable.

These are just a few issues with the proposed legislation and should not be read as a complete list. Other issues remain, such as unit size, management rights, length and manner of voting, new employee processing timeline, unreasonable timelines, all of which need discussions and more appropriate redefinition. These multitude of issues indicate additional conversation between affected parties to resolve issues in a reasonable approach before implementation.

It is MACC's hope that if the General Assembly is intent on passage of this bill, that it is also their intent to pass a bill that promotes harmony and efficiency on our campuses.