

Delores G. Kelley, Chair  
Brian J. Feldman, Vice Chair  
3 East Miller Senate Office Building  
Annapolis, MD 21401

SB 118  
Supporting

Dear Chair Kelley, Vice Chair Feldman, and Members of the Finance Committee,

I write in support of SB 118, which would give graduate student employees in Maryland Universities the collective bargaining rights they deserve like all Maryland state employees.

At every stage of university life, graduate employees are vital to the success of Maryland universities.

Take, for example, the high retention of students that the University of Maryland, College Park boasts (95.2% of first year students according to January 2019 information). This is due to graduate instructors like me. I teach at least 38 students a semester in a public speaking course. I take the time to connect personally with each of my students to ensure they feel heard, seen, and recognized amidst a crowd of almost 30,000 undergraduates at UMCP. While faculty lecture to 300 students, graduate employees make sure each student understand the content and go into the world ready to develop fearless ideas.

This continues in every corner of the university: Curriculum is revised at the granular level based on graduate student research, design, and feedback. Academic departments run like a well-oiled machine because of graduate employees in administrative positions. Laudable accomplishments from faculty across campus are made possible by graduate research and teaching assistants. Some of those graduate employees are even the ones making headlines for their laudable accomplishments.

We may be learning by doing; we may love what we're learning and doing. But this is not A reason to not give an employee the rights of an employee. Without graduate employees, this university would crumble.

If Maryland wishes to continue to boast its strong university system and compete with private universities and other prestigious state universities, it must focus on retaining graduate students. The first step to honoring their work is by giving them bargaining rights so that supervisors and employees can negotiate fair working conditions, especially hours and pay.

I urge you to support this bill so that graduate employees across the great state of Maryland can continue to develop fearless ideas and fearless students under fair conditions.

Sincerely,

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