

**Written Testimony Submitted to the  
Maryland House Appropriations Committee**

**By Pamela Felder-Small, President and Founder, Black Doctorates Matter  
HB 493**

**State Personnel - Collective Bargaining - Faculty, Part-Time Faculty, and Graduate Assistants  
February 9, 2024**

**FAVORABLE**

Dear Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee,

Good afternoon Chair Griffith, Vice Chair Klausmeier, and members of the Senate Finance Committee. My name is Pamela Felder-Small and I am Alumna and Former Faculty member, Associate Professor, of the University of Maryland Eastern Shore, where I have worked for three years, 2014-2017. I call on this committee to issue a favorable report to this bill. The state already grants this right towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our 4 year institutions. It is clear that this right should be extended to the rest of higher education in Maryland.

At this time my testimony is from the perspective of a former faculty member. I will state that this bill is critically important to support the work of faculty in ways that strengthen our state institutions and the United States.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the county, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense. I again therefore call for favorable support of this bill.

Sincerely,  
Pamela Felder-Small, President and Founder, Black Doctorates Matter  
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*This testimony has been submitted on behalf of this individual by the University of Maryland Graduate Labor Union (GLU) and the Chapter of the American Association of University Professors (UMD AAUP).  
Please contact us at mail@umdgradworkers.org or umdaaup@gmail.com if you have any questions.*