

**Written Testimony Submitted to the
Maryland House Appropriations Committee
By Michel Boudreaux, Associate Professor
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,

My name is Michel Boudreaux and I am an Associate Professor at the University of Maryland. I have worked at UMD for 9.5 years as a faculty member. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our four-year institutions. It is clear that this right should be extended to all higher ed workers in Maryland.

My time at Maryland has been productive, but the administration refuses to provide for basic working conditions that only collective bargaining can achieve. For example, my department does not have a proper sink on the entire floor. Employees are instructed to wash their dishes in the bathroom. The bathroom sink is not designed for this activity and water spills on the floor and people slip. Because of poor conditions, faculty choose never to come to campus. This adversely impacts UMD's mission. This is a small example. The deans office behaves in much more egregious ways, such as allowing months to go by without a department having a chair, interim or otherwise. This leaves rank-and-file workers to perform the duties of the chair without added compensation.

To fulfill our mission, workers must have a voice.

Sincerely,
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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.*