



190 W. Ostend St., #101  
Baltimore, MD 21230  
Phone: 410-547-1515  
Email: [info@afscmemd.org](mailto:info@afscmemd.org)

Patrick Moran – President

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**SB 823 State Personnel -Collective Bargaining Faculty, Post Doctoral Associates, and Graduate Assistants  
Finance Committee**

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AFSCME Council 3 supports SB 823. The bill provides collective bargaining rights to certain faculty, part-time faculty, post-doctoral associates, and graduate assistants at certain state institutions of higher education. It also establishes separate collective bargaining units for the faculty, part-time faculty, post-doctoral associates, and graduate assistants. Lastly, it alters the application of certain collective bargaining laws to supervisory, managerial, and confidential employees of a state institution of higher education. We believe that granting this right is not only fair but also beneficial to both the employees and the institutions.

AFSCME Council 3 believes that all workers, regardless of where they work, should be extended the right to collectively bargain. Unions play a crucial role in safeguarding the rights and welfare of workers. By allowing workers to collectively come together, workers gain collective bargaining power that allows them to negotiate better working conditions, wages, benefits, and job security. This ensures that their voices are heard and respected, leading to a more harmonious and productive work environment.

One of the key advantages of workers having a voice in their workplace is the establishment of fair and equitable employment policies. Unions help prevent discrimination, harassment, and unfair treatment by advocating for equal opportunities and fair treatment for all workers, regardless of their race, gender, age, or any other characteristic. This fosters a diverse and inclusive workplace that benefits both employees and the organization's reputation.

In conclusion, granting workers the right to decide if they want to form a union is a decision that should be embraced by our organizations. It fosters a fair and inclusive work environment, promotes open communication and conflict resolution, ensures the well-being of workers, and contributes to the overall success of the workplace fundamental rights.

Thank you for your time and consideration and we ask for a favorable report on SB823.

