

**Written Testimony Submitted to the
Maryland House Appropriations Committee
By Maggie Peterson, Associate Clinical Professor University of Maryland
HB0661
State Personnel - Collective Bargaining - Faculty
March 4, 2025
FAVORABLE**

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

My name is Maggie Peterson and I am Associate Clinical Professor at the University of Maryland in the Department of Teaching and Learning Policy and Leadership, where I have worked for 10 years. 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 the state of Maryland.

After leaving K-12 education in the state of Maryland, where my salary was \$70,000, I obtained by PhD, and 9 years after leaving K-12 schools began work to train pre-service teachers, where I was paid \$53,000. Though I taught multiple courses with large numbers of undergraduate students. The students I would help to send into the profession would start their careers making more than I did with 2 advanced degrees. K-12 teachers have collective bargaining and can organize to ensure that they are able to organize toward receiving a living wage, and maintaining benefits, but university faculty do not have this right.

Before coming to the University of Maryland, I worked for several years teaching courses as an adjunct at Johns Hopkins University and at Anne Arundel Community College. I would sign up to teach 5 courses each semester with over 200 students served. I traveled between Baltimore and Annapolis to teach these courses, had no office space assigned, and could have a course canceled (and unpaid) for lack of enrollment. I once calculated my hours (not including travel time) and found that I was paid less than the minimum wage for my skilled work.

I support this proposed legislation as a means of building a stronger and more democratic system within Maryland's colleges and universities. With the opportunity to unionize, Maryland faculty and librarians can address issues that impact all of Maryland's Higher Education students. A better work environment, one where faculty have a say would impact every aspect of higher education through ensuring mechanisms to address pay parity both within and across institutions, ensuring workers greater control over working conditions including salary, class sizes, curriculum requirements, workloads, job stability, racial and gender equity, and shared governance. Collective bargaining can also help to respond to attacks on higher education by allowing faculty a collective voice.

I am hopeful that this bill will receive a favorable report, including your committee's endorsement that the right to collective bargaining has long been recognized as not only a fundamental human right, but also as the best method of ensuring that employee voices play a role in constructing conditions that govern our workplaces. Thank you for your consideration of this request.

Sincerely,

Maggie Peterson, Associate Clinical Professor University of Maryland
Home Campus: University of Maryland, College Park
7901 Regents Drive, College Park, MD, 20740
magpete@umd.edu

This testimony has been submitted on behalf of this individual by the United Academics of Maryland.