

LINDA FOLEY  
*Legislative District 15*  
Montgomery County

Environment and Transportation  
Committee



The Maryland House of Delegates  
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## THE MARYLAND HOUSE OF DELEGATES

### ANNAPOLIS, MARYLAND 21401

**Testimony:** HB661 - State Personnel - Collective Bargaining - Faculty

**Committee:** Appropriations

**Hearing Date:** March 4, 2025

**Position:** Favorable

Chair Barnes, Vice Chair Chang and members of the Appropriations Committee. For the record, I'm Delegate Linda Foley and I'm presenting HB661 - State Personnel - Collective Bargaining - Faculty.

HB 661 extends collective bargaining rights to full-time and part-time faculty, including adjuncts who work at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland. These academic workers, in addition to graduate assistants on which I have another bill, are the only significant group of state employees who are prohibited from having a union contract.

Before I enumerate the reasons these faculty members need and deserve collective bargaining, let me stress that this bill does not require UMD to raise salaries or increase benefits. The budget for the UMD system will be whatever budget we and the governor require the university system to have. In other words, this bill and collective bargaining rights for faculty does not increase the size of the pie, so to speak. What it does is provide workers, if they choose to unionize, a voice in how the pie is divided.

In 2021, the legislature voted to allow collective bargaining for professors and other academic workers at Maryland's community colleges. There's no reason for faculty and other academic workers at Maryland's 4-year public colleges and universities not to enjoy the same rights as their counterparts at community colleges.

In fact, some part-time faculty teaching at our community colleges teach the same courses at our 4-year schools.

In addition, several of Maryland's private colleges and universities have collective bargaining rights for full-time and part-time faculty, including Goucher College, McDaniel College, and the Maryland Institute College of Art.

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An interesting statistic of note is that 102 out of 138 peer institutions, as designated by the universities affected by this legislation, have faculty collective bargaining rights. That is 74%, making our schools in the minority of what is common at peer institutions.

Nationwide, 25 states and DC allow faculty at 4-year public academic institutions to collectively bargain, including nearby states such as Delaware, Pennsylvania, New Jersey, New York and even Ohio.

The fiscal note acknowledges that the fiscal impact is limited and minimal, mostly operational expenses for reimbursing PERB. It also recognizes that any true financial change is difficult to identify as it is dependent on any negotiated contracts.

In other words, Universities may say that fiscal impact is the reason this bill should not pass, however the UMD system -- when given the opportunity by DLS to indicate what this fiscal impact may look like -- could not identify specific increases.

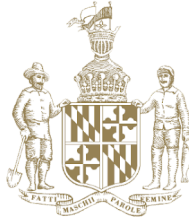
We all know that evidence is critical for the acceptance of any thesis or claim. The faculty members, union representatives, and other stakeholders sitting before you today have the evidence to back up why this bill is needed. The Universities, on the other hand, offer fearful ideas as to why faculty at our esteemed institutions should not simply be granted the opportunity to have a union.

Witnesses for university system administrators no doubt will tell you how impossible it will be to recognize collective bargaining for its faculty. How it will destroy relationships that make our universities work, how it will affect academic excellence, that there are already procedures in place to address the concerns of faculty or that collective bargaining will drive up the costs of higher education at our schools. That is fake news.

You may also hear that faculty are already ranking the highest in terms of salaries of State employees. A recent Baltimore Sun report of the State's highest paid employees found that university employees were indeed in the top 10 -- but guess who they were: coaches, Deans, University Presidents, and the Chancellor, some of which are making over a million dollars a year.

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Out of the full list in the report, 53% of the top 200 state salaries are administrators at our higher ed institutions, 9% are athletics-treated, and 17% are clinical faculty, such as surgeons, cardiologists, etc. who are practicing professionals. In total, these account for 79% of the reported list.

Don't be fooled, when you remove these categories, median salary for non-coaching, non-administrative faculty are closer to \$70,000-\$80,000.

Yet, we have some of these top earning individuals or their representatives advocating against this bill. For a university system that touts itself as being fearless, the right decision would be to at the very least remain neutral on this bill.

The self-proclaimed "fearless" University System of Maryland should not be fearful of allowing their faculty a real voice at work with collective bargaining rights.

I urge a FAVORABLE report on HB 661.

Institution name	listed peer institutions	States in which peers have union rights	# peers that have CB rights	percentage of pe
Coppin State	Humboldt (CA) State University SUNY College at Geneseo Fayetteville (NC) State University University of North Carolina at Pembroke Winston-Salem (NC) State University Virginia State University Evergreen (WA) State College (The) California State University, San Marcos California State University, Monterey Bay California State University Channel Islands	California, New York, Washington	6	60%
Towson	California State University, Fullerton University of Massachusetts - Dartmouth Minnesota State University, Mankato Montclair (NJ) State University Appalachian (NC) State University University of North Carolina - Charlotte University of North Carolina at Wilmington (The) Indiana University of Pennsylvania West Chester University of Pennsylvania James Madison (VA) University Western Washington Universit	Caifornia, Massachusetts, Minnesota, New Jersey, Pennsylvania, Washington	7	64%
UMBC	University of California, Riverside University of California, Santa Cruz University of Massachusetts - Lowell University of Massachusetts - Amherst New Jersey Institute of Technology State University of New York at Albany SUNY Binghamton North Carolina State University Miami University Ohio George Mason (VA) University	California, Massachusetts, New Jersey, new York, Ohio	8	80%
UBalt	Cal State East Bay, SUNY College at Geneseo Cal State Stanislaus, UMass-Dartmouth, New Jerrey City U., Rutgers (NJ), CUNY Brooklyn College, North Carolina Central U., East Stroudsburg U (PA), Radford U (VA), CUNY Lehman College.	California, Massachusetts, new jersey, New York, Pennsylvania	9	82%
Frostburg	California State University, Northridge Sonoma (CA)State University Bridgewater (MA) State University Fitchburg (MA) State University University of Massachusetts - Dartmouth Kean (NJ) University SUNY College at Buffalo Western Carolina University Clarion University of Pennsylvania	California, Massachusetts, new jersey, New York, Pennsylvania	8	89%
Bowie	Humboldt (CA) State University Fitchburg (MA) State University New Jersey City University William Paterson University of New Jersey State University of New York at New Paltz North Carolina Central University Winston-Salem (NC) State University East Stroudsburg University of Pennsylvania Virginia State University California State University, Bakersfield	California, Massachusetts, New Jersey, New York, Pennsylvania	7	70%
UMES	New Jersey City University Rutgers, the State University of New Jersey SUNY at Fredonia North Carolina Agricultural & Technical State University Fayetteville (NC) State University University of North Carolina at Pembroke Winston-Salem )NC) State University Lock Haven University of Pennsylvania Virginia State University California State University, Bakersfield	New jersey, New York, Pennsylvania, California	5	50%
Salisbury	Framingham (MA) State University Rowan (NJ)University William Paterson University of New Jersey SUNY College at Brockport SUNY College at Buffalo SUNY College at Oswego Western Carolina University University of North Carolina at Wilmington West Chester University of Pennsylvania Radford (VA) University	Massachusetts, new Jersey, New York, Pennsylvania	7	70%
UMCP	University of California, Berkeley University of California, Los Angeles University of Illinois at Urbana-Champaign University of Michigan - Ann Arbor Rutgers, the State University of New Jersey University of North Carolina - Chapel Hill Ohio State University (The) Pennsylvania State University (The) University of Washington - Seattle University of Minnesota - Twin Cities	All states in which peers are located except North Carolina (California, Illinois,	9	90%
UMB	UCLA, UC San Francisco, SUNY Buffalo, UNC Chapel Hill, Ohio State University, U of Cincinnati Pitt, UVA, UWashington, UMinnesota.	California, New York, Ohio, Pennsylvania, Washington, Minnesota	8	80%
UMCES	no peers listed			
UMGC	SUNY Empire State, Thomas Edison (NJ) State U. Granite State (NH) College, Charter Oak (CT) State College, Colorado State U Global Campus	New York, new Jersey, New Hampshire, Connecticut	4	80%

Morgan State	Bowling Green (OH) State University, Cleveland (OH) State University, CUNY City College, East Carolina (NC) University, Kent State (OH) University, Miami University, Ohio, Montclair (NJ) State University, North Carolina A & T State University, Ohio University, Old Dominion (VA) University, Rowan (NJ) University, Rutgers (NJ) University-- Camden, Rutgers (NJ)University-Newark, San Diego (CA) State University, SUNY College of Environmental Science and Forestry, University of Akron (OH), University of Massachusetts-Boston, University of Massachusetts-Dartmouth, University of Massachusetts-Lowell	Ohio, New Jersey, Massachusetts, California, New York	16	84%
St. Mary's	Beloit (WI, but private) College, Bates (ME, private) College, Carleton (MN, private) College, Davidson (NC, Private) College, Franklin & Marshall (PA, private) College, Hamilton College (NYm private), Kenyon College (OH, private), The College of Wooster (OH, private), Colorado College (private), Connecticut College (private), Dickinson College (PA, Private), Gettysburg College (PA, private), Guilford College (NC, private), Southwestern (TX, private) University, University of Mary Washington (VA, public), University of Minnesota at Morris, University of North Carolina Asheville, VMI (public, Military)	Only public universities in peers are in Minnesota, North Carolina and Virginia.	1	33%
Bowie State	Humboldt (CA) State, New jersey City U., SUNY New Paltz, Fitchburg (MA) State, William Patterson (NJ) U., North Carolina Central U. Winston-Salem (NC) State U., East Stroudsburg (PA) U., Virginia State U., Cal State Bakersfield.	California, New Jersey, New York, Pennsylvania	7	70%