

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

By Michael Canale, Assistant Director, Professor of Practice

HB0661

State Personnel - Collective Bargaining - Faculty

March 4, 2025

INFORMATIONAL ONLY

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

Instructors are not all the same and pay should reflect the experience, student feedback forms, and teaching success rather than publication.

Sincerely,

Michael Canale, Assistant Director, Professor of Practice
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This testimony has been submitted on behalf of this individual by the United Academics of Maryland.

**Written Testimony Submitted to the
Maryland House Appropriations Committee
By James M. Lager, Lecturer II (Adjunct Prof)
HB0661
State Personnel - Collective Bargaining - Faculty
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OPPOSED**

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

I oppose any Bill to make union membership a job requirement. Collective bargaining often hurts the workers it is supposed to help, imposing costs on employees for dubious advocacy and poor representation of employee interests. I would much prefer to be able to negotiate my own salary and benefits, and pursue my own rights instead of being forced to comply with a CBA or its negotiated grievance proceedings. The money spent by the union and the university in dealing with the union is better spent elsewhere.

Some part-time employees or contractors are prohibited from union membership, or have other obligations and considerations that would make union membership unwise. Should a Bill pass, there needs to be a way for employees to opt out of any requirement to join the union. An opt out procedure is available at other universities.

Sincerely,

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