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**Written Testimony Submitted to the
Maryland House Appropriations Committee
SB 750: State Personnel– Collective Bargaining – Part-time Faculty
March 25, 2025
Favorable with Amendments**

Good afternoon Chair Barnes, Vice Chair Chang, and members of the House Appropriations Committee. AFT-Maryland is the certified bargaining representative for numerous public employee and public education workers in the state, including the full-time faculty at eight community colleges throughout Maryland. We call on the committee to issue a favorable with amendments report to SB 750.

While the bill as amended and passed out of the senate purports to grant collective bargaining rights to part time faculty, the exceptions and exclusions even within those part-time educators are so broad and open, it could be said that it hardly does even that. Unfortunately, we must note that the senate version of this bill has numerous glaring errors that must be fixed. Specifically:

- Page 2, in the section amending the State Government Article 22-101: the section essentially redefines part-time faculty, a definition which can include not just those at the university level, **but also those at the community college level. Including this provision from the amended bill may alter bargaining units that have already been established for part-time faculty at the community college level, even for those where a union representative has already been certified.**
- Page 4, line 20. The definition of part-time faculty eligible for bargaining has been amended to count only those who teach more than one class. No justification was ever given for this addition, and indeed, universities will respond by cutting back on the courses part-time faculty will be offered, further narrowing the pool of educators to which collective bargaining will apply.
- Page 4, lines 23 through 26. No testimony was ever given or examples cited as to who is described in these lines, and they are in direct conflict with lines 16 and 17 above it.

Again, as written, we don't know if this will be interpreted to potentially mean thousands of part-time faculty are being excluded from collective bargaining, nor do we know why the part-time faculty who would fit into this exclusion should be excluded. Who are these part-time faculty defined here, and why do they not deserve collective bargaining?

- Page 6, line 3. Part-time faculty, even those who teach, often do have their positions funded by outside grants or other funding sources. They teach courses just like many other part-time faculty, and should be included.
- Page 6 line 31 through Page 7 line 2. This amended language in the senate version reverses an already-existing right for university employee unions, if they represent the same unit at more than one campus, to bargain with the chancellor if they so choose. This is an especially important right for part-time faculty, as many of them teach at multiple campuses in any given semester just to make ends meet. This language should be struck.

Many campuses within the University of Maryland system have already announced hiring freezes and elimination of part-time faculty after this amendment was introduced, assuring the bargaining unit size that these provisions would be so vanishingly small so as to be meaningless. The responsibility for those courses will instead be shifted to the full-time faculty, who have been completely taken out of the senate version of this bill. We call on the house to fix these glaring errors to at least make these provisions extend to all part-time faculty, with no exceptions. And again, we call on the house to amend this bill so that all faculty, part-time, and full-time alike, are granted their fundamental rights to engage in collective bargaining if they so choose.

Thank you.

AFT-Maryland proposed amendments to SB 750

1. On page 2, lines 14 and 15, strike **“OR PART-TIME FACULTY, AS DEFINED IN § 3–101 OF THE STATE 15 PERSONNEL AND PENSIONS ARTICLE,”** in its entirety.

Justification: this potentially alters the definition for part-time faculty at community colleges where the bargaining units have already been established and certified with a union representative. Additionally, part-time faculty at our universities are state employees, and defined elsewhere in established law.

2. On page 4, lines 18 through 20, strike **“WHOSE PRIMARY ASSIGNMENTS INVOLVE ACADEMIC CLASSROOM INSTRUCTIONAL RESPONSIBILITIES AND WHO TEACH MORE THAN ONE CLASS PER SEMESTER.”**

Justification: part-time faculty often teach one class per semester at multiple campuses to earn a living wage. No rationale was given as to why a “one-class per semester” standard should be used, and admin can under this language arbitrarily lower teaching loads of their current part-time faculty so as to take them out of a bargaining unit.

3. Page 4, lines 23-26. Strike in their entirety.

Justification: Language is too broad and can be interpreted to exclude potentially thousands of part-time faculty. There is no substantial difference between part-time faculty who teach a 12 week course for credit and part-time faculty who teach a 15 week course.

4. Page 6, line 3. After “revenues,” insert “**EXCEPT PART-TIME FACULTY.**”

Justification: Many faculty are partially funded by grants and contracts or are funded by these grants only during a period of employment. Again, these part-timers in these schools are doing the same work teaching and research as those in other schools and departments.

5. Page 6, line 31 through page 7, line 2, strike in their entirety.

Justification: State law currently allows a union who represents employees in a similar unit at 2 or more campuses to engage in bargaining with the chancellor’s office. Language here bans a union for part-time faculty from enjoying this same right, despite the fact that many part-time faculty individuals teach classes at 2 or more system campuses in a given semester in order to earn a living wage.

6. Page 7, line 4. Strike “**2026**” and insert “**2025.**”