

My name is Jonn Mack and I am a professor at Prince George Community College where I have worked for over 10 years. I call on this committee to issue a favorable report on 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 Maryland.

Bargaining rights are essential for ensuring that faculty and workers have a meaningful voice in their workplace. The ability to negotiate collectively over wages, benefits, and working conditions creates a more fair and equitable environment, protecting employees from arbitrary decisions and exploitation. Without the right to bargain, workers are left vulnerable to unilateral changes imposed by management, often without consideration for their well-being or professional needs.

*Members of the Committee, This state has for decades viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. 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 vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher ed institutions in the nation, and indeed to many private, prestigious institutions in our own state. The reasons to exempt four-year public higher ed institutions from this path make no sense. I again therefore call for a favorable report to this Bill.*