

My name is **Marcy Dawson** and I am **a professor of English at Prince George Community College** where I have worked for 28 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.

One of the most critical aspects of bargaining rights is **due process**—the guarantee that faculty members cannot be disciplined or dismissed without a fair and transparent procedure. Without due process, faculty are vulnerable to sudden terminations, retaliatory actions, and unfair treatment, which not only harm individuals but also weaken academic freedom and the quality of education as a whole

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.