

**Written Testimony Submitted to the
Maryland House Appropriations Committee
By James M. Lager, Lecturer II (Adjunct Prof)
HB0661
State Personnel - Collective Bargaining - Faculty
March 4, 2025
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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This testimony has been submitted on behalf of this individual by the United Academics of Maryland.