

**Written Testimony Submitted to the  
Maryland Senate Finance Committee  
By Isaac Moradi, Research Scientist**

**SB0750**

**State Personnel - Collective Bargaining - Faculty**

**February 20, 2025**

**FAVORABLE**

Good afternoon Chair Beidle, Vice Chair Hayes, and members of the Senate Finance Committee.

My name is Isaac Moradi, and I am a Research Scientist in Atmospheric Science at the University of Maryland (UMCP), where I have worked for 14 years in collaboration with NOAA and NASA. I call on this committee to issue a favorable report to this Bill. The state already grants the right of collective bargaining to nearly every other state employee, as well as 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 education workers in Maryland.

As a research scientist, my work involves studying atmospheric processes that impact weather prediction, climate change, and air quality. I conduct federally funded research, advise students, and collaborate with government agencies to advance scientific understanding that directly informs public policy and emergency preparedness. Despite the critical nature of this work, my position lacks the stability, transparency, and bargaining rights necessary to ensure fair working conditions and career sustainability. Unlike tenure-track faculty, research scientists often face inconsistent contracts and unclear expectations regarding workload, funding, and career advancement.

Without collective bargaining rights, my colleagues and I have little say in decisions that directly impact our jobs, including salary structures, job security, and workplace conditions. The ability to collectively negotiate would help address disparities in job stability, ensure fair wages, and improve transparency in employment contracts. This would not only benefit research staff but also strengthen Maryland's research institutions and their contributions to scientific progress and public welfare. Furthermore, granting bargaining rights would align Maryland with other states and institutions that recognize the importance of empowering higher education employees with a collective voice in shaping workplace policies.

Members of the Committee, for decades, this state has 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 the best method of ensuring that employee voices play a vital role in shaping fair and productive workplaces. It is a right granted to many other public higher education institutions across the nation and even to private institutions within our own state. There is no justifiable reason to exclude four-year public higher education institutions from this essential right. I therefore urge you to issue a favorable report on this Bill. Thank you for your time and consideration. Sincerely,

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*This testimony has been submitted on behalf of this individual by the United Academics of Maryland.*