



INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA – UAW

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**Written Testimony Submitted to the
Maryland Senate Finance Committee
SB 750
State Personnel – Collective Bargaining – Faculty
February 18, 2025
SUPPORT**

The UAW strongly supports Senate Bill 750. This legislation establishes collective bargaining rights for faculty at Maryland’s public colleges and universities. In 2021, employees, including faculty, at Maryland’s community colleges won collective bargaining rights with overwhelming support in the General Assembly.¹ There is no good reason why our dedicated faculty at the constituent institutions of the University System of Maryland should not be afforded the same rights to join together and bargain over their wages and working conditions.

For decades, faculty in states across the country and at peer institutions have enjoyed collective bargaining rights, with more and more exercising their rights every year. In Alaska and Maine, over 70% of faculty are represented by a union.² Maryland is woefully behind the curve, including among Big Ten institutions with faculty unions, such as the University of Michigan and Rutgers University. By failing to enshrine collective bargaining rights for its faculty, Maryland is also holding itself back from a better academic environment. Research suggests that faculty unionization improves organizational efficiency and effectiveness in higher education institutions.³

This research is borne out in the experiences of UAW members in academic workplaces across the country. They have secured increases in pay, protections against harassment, better health coverage, enhanced job security, access to materials, and more. Their gains at the bargaining table have made them better able to carry out the missions of their universities.

The 20,000 faculty in the University System of Maryland deserve access to this basic workplace right. Their institutions, classrooms, and research facilities will be better off when faculty are able to improve their working conditions through collective bargaining.

As a union representing over 100,000 academic workers at public and private institutions of higher education across the country, the UAW strongly urges the committee to issue a favorable report on Senate Bill 750.

¹ SB 746, <https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/SB0746?ys=2021RS>

² National Center for the Study of Collective Bargaining in Higher Education and the Professions, Directory of Bargaining Agents and Contracts in Institutions of Higher Education at 18, <https://research-data.hunter.cuny.edu/ncscbhhep/2024DirectoryofBargainingAgentsandContractsinInstitutionsofHigherEducation.pdf>

³ Mark Cassell & Odeh Halaseh, The Impact of Unionization on University Performance at 16, <https://thekeep.eiu.edu/cgi/viewcontent.cgi?article=1314&context=jcba>

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