

**Written Testimony Submitted for the Record to the Maryland Senate  
Finance Committee**

**February 20, 2025**

**SB 750: State Personnel - Collective Bargaining - Faculty  
SUPPORT**

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

My name is Angelique Cook-Hayes. I am an Assistant Professor of English at Baltimore City Community College. I have been an Assistant Professor of English for twelve years at BCCC. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for four-year universities in the state. I call on this committee to issue a favorable report to SB 750.

As faculty, we represent only a very few Maryland public employees who do not have these rights. I support the union and became involved in the union because I wanted to secure better working conditions, fairer terms for compensation, and due process and grievance procedures that truly protect faculty. Specifically, the current Administration at BCCC came in and changed the terms and procedures for overload pay and they deemed the grievance and due process procedures as outlined in the Faculty Handbook, invalid. The Administration's radical changes were alarming, and made me realize that as faculty, we needed legally binding protection as workers.

Having the union certified at BCCC has renewed faculty's confidence in speaking up for themselves. Faculty no longer feel that they must consent or adhere to situations created and promoted by the Administration which are not fair to faculty. For example, when we are asked for our expertise in developing new programs and courses, faculty now feel more confident in requiring the proper compensation and working conditions. Furthermore, with fair compensation, and working conditions, faculty have a better incentive to design courses and programs that benefit the academic growth of our students.

The shared governance model does not produce legally enforceable decisions that collective bargaining does. For example, our Administration at BCCC acknowledges the policies and procedures in our Faculty Handbook but has chosen on more than one occasion not to honor the shared governance tenets of it in terms of promotion, compensation, and grievance procedures. Some faculty members have faced contract non-renewal, and the Faculty Senate refused to intervene or advocate for the faculty members due to a fear of retribution from the Administration. Now that we have a union, faculty feel more confident that any and all issues should be discussed and addressed in accordance with our best interests. Therefore, shared governance and Faculty Handbook policies and procedures do not replace collective bargaining. Our current administration has demonstrated that they do not have to honor it.

I believe the faculty at Maryland's four-year universities should have the opportunity to decide for themselves if they too want to have the same protections and rights that we collectively voted to have at BCCC. It has certainly improved morale at BCCC, and faculty are talking to each

other more. People who used to remain quiet are now speaking out and working with union members to address working conditions that impact them and their students.

BCCC serves a uniquely challenged student population. Faculty needs confidence, and resources to provide an on-campus environment of protection and mutual cooperation. Again I call on this committee for a favorable report to SB 750. Thank you.