

**Written Testimony Submitted to the
Maryland Senate Finance Committee
SB0006
State Personnel - Collective Bargaining - Nontenure Track Faculty
February 05, 2026
FAVORABLE**

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

I am a NTT faculty member at UMBC, where I have taught for nearly 15 years. I have a supportive department chair and dean, and when I have had workplace issues, these people have helped me immensely. But that's just luck! Other NTT faculty do the same work I do for less pay and less power, and that's not fair. Faculty governance cannot help us with nitty gritty issues like pay, workload, benefits, etc. Those things need to be outlined in an enforceable contract, and we only get that through collective bargaining. We are some of the last state workers without these rights, and we deserve them as much as community college professors, cops, and university staff, just to name a few groups who have these rights. Even manager-level workers now have the right to organize. It is outrageous to me that in Maryland, a state that claims to prioritize worker rights, we're still fighting this hard to get them for us. I urge the committee to issue a favorable report for this bill.

Sincerely,

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