

**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.

My name is Angelique Cook-Hayes. I am an Associate Professor of English at Baltimore City Community College. I have been employed as a full-time, tenured faculty member for thirteen years at BCCC. I am working with my colleagues and AFT Maryland to secure collective bargaining rights for all full time and part time non-tenure track faculty. I call on this committee to issue a favorable report for this bill.

When community college faculty secure the legislative right to collective bargaining, I supported 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 the confidence of faculty members to speak 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 or equitable. 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.

Non-tenure track faculty lack job stability, are most often unfairly compensated, with fewer supports from administration. They need and deserve bargaining rights.

Moreover, my understanding is that the inclusion of non-tenure track faculty in shared governance varies by institution. Even where they do participate to some extent, it must be noted that the shared governance model does not produce the 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 fear of retribution from the Administration. Moreover, shared governance does not deal with many issues that would be addressed with collective bargaining.

Now that we have a union at BCCC, 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. All faculty deserve the right for collective bargaining, and this bill marks an important step towards addressing some urgent issues in Maryland public higher education.

Collective bargaining has certainly improved morale and our working relationship with the administration at BCCC. The communication and willingness to address the concerns of faculty

has moved in a more positive direction. Again, I call on this committee for a favorable report on this bill. Thank you.

Sincerely,

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