



METROPOLITAN BALTIMORE COUNCIL AFL-CIO Unions

**SB 0006 State Personnel – Collective Bargaining – Nontenure Track Faculty
Senate Finance Committee
February 5, 2026
Support**

To: Hon. Pamela Beidle, Chair & members of the Senate Finance Committee

From: Courtney Jenkins, President, Metropolitan Baltimore Council AFL-CIO Unions

Chair, Vice Chair, and Members of the Committee:

My name is Courtney Jenkins, President of the Metropolitan Baltimore AFL-CIO Labor Council, representing thousands of working people across the Baltimore region including Baltimore City and the six surrounding counties. I respectfully submit this testimony in **strong support of Senate Bill 0006**, which extends collective bargaining rights to nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland.

Collective bargaining is one of the most effective and proven tools for ensuring fairness, stability, and dignity at work. SB 0006 corrects a long-standing inequity in Maryland law by finally recognizing that nontenure track faculty: full-time, part-time, and adjunct are workers who deserve a voice in decisions that directly affect their livelihoods and their ability to educate our students.

Nontenure track faculty now make up a substantial share of the instructional workforce in higher education. Yet many face low and unpredictable pay, short-term contracts, limited access to benefits, and little input into workplace policies. These conditions are not the result of a lack of professionalism or commitment; they are the predictable outcome of excluding an entire category of workers from collective bargaining rights. SB 0006 addresses this imbalance by allowing these faculty members to organize, choose representation through a democratic process overseen by the Public Employee Relations Board, and negotiate over wages, benefits, workload, job security, and fair grievance procedures.

From the perspective of organized labor, collective bargaining does more than raise standards for individual workers, it strengthens institutions. Therefore twenty-five states, and the District of Columbia all provide collective bargaining rights for faculty. When workers have a seat at the table, turnover declines, morale improves, and disputes are resolved through clear, orderly processes rather than conflict or litigation. The bill's structure, including institution-specific bargaining units and the option for consolidated memoranda of understanding, balances



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system-wide consistency with campus-level needs. This is a thoughtful and responsible approach that reflects Maryland's modern public-sector labor framework.

Importantly, SB 0006 does not mandate unionization or predetermine outcomes. It simply gives nontenure track faculty the right to decide for themselves whether collective bargaining is the right choice. Any fiscal impacts are contingent on those democratic decisions and subsequent negotiations. As the fiscal analysis makes clear, initial administrative and PERB-related costs are minimal, and any future compensation changes will result from good-faith bargaining, just as they do for other public employees who already exercise these rights.

Strong working conditions for faculty are strong learning conditions for students. When instructors are fairly compensated, have predictable appointments, and can raise concerns without fear of retaliation, students benefit from continuity, mentorship, and academic excellence. SB 0006 is therefore not only a labor bill; it is an investment in the quality and stability of Maryland's public higher education system.

On behalf of the labor movement and the working families we represent, I urge a **favorable report on Senate Bill 0006**. Maryland has long been a leader in respecting workers' rights. This bill continues that tradition by ensuring that the educators who do so much for our state are finally afforded the fundamental right to collectively bargain.

Respectfully submitted,

Courtney L. Jenkins
President, Metropolitan Baltimore Council of AFL-CIO Unions