

**Written Testimony Submitted to the
Maryland House Government, Labor and Elections Committee
HB0106
State Personnel - Collective Bargaining - Nontenure Track Faculty
February 10, 2026
FAVORABLE**

Good afternoon Chair Wells, Vice Chair Kerr, and members of the House Government, Labor and Elections Committee.

My name is Maria Jo?o and I am an Associate Professor in the Department of Sociology, Anthropology and Criminal Justice at Towson University. I have lived in Maryland for over 20 years now, and am raising all 4 of my children here. I began at Towson as an adjunct professor, teaching at night. I secured a lecturer position in early 2013 and a tenure-track job beginning in August 2015. My experience in different academic roles provides me with a unique perspective on the Bill being proposed. I call on this committee to issue a favorable report to this Bill. The state already grants this right towards nearly every other state employee, as well as the faculty at our community colleges and the non-academic workforce at our 4 year institutions. All faculty deserve this right, and this bill marks an important step towards addressing some urgent issues in Maryland public higher education.

The Bill is about faculty choice and agency. Those in opposition will rest their argument on the concept of "shared governance." Shared governance does not exist as it depends on the moral compass of those in positions of power. Currently, the system is set-up whereby faculty have little say in shared governance. Administrators can impose conditions without consequence.

Members of the committee, this state has for decades viewed collective bargaining between state employees and management as the best way to enroot democracy in our workplaces and public education institutions. The right to collective bargaining has been long recognized not only as a fundamental human right, but it has also in this state been seen as the best method of ensuring that employee voices play a vital role in constructing conditions that govern our workplaces. It is a right granted to many other public higher education institutions in the country, and indeed to many private, prestigious institutions in our own state. The reasons to exempt 4-year public institutions from this path just no longer make sense, especially as they ultimately impact those we hold to be most important in our professions- the students. This Bill is a first step to affording this right to all faculty. I again therefore call for a favorable report to this Bill.

Sincerely,

Maria Joao Lobo Antunes

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