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 Clara Irazabal, and I am the Urban Studies and Planning Program Director at the University of Maryland, College Park, where I have worked for five years. I call on this committee to issue a favorable report on this Bill for non-tenure-track faculty and to also address the condition of faculty generally. The state already grants the right of collective bargaining to nearly every other state employee, the faculty at our community colleges, and the non-academic workforce at our four-year institutions. This right should be extended to all higher education workers in Maryland.

Enacting this bill into law will go a long way toward resolving those issues, directly providing a platform to effectively improve working conditions (salary, workload, job stability), racial and gender equity, governance, and the negative effects on student education, ultimately benefiting the prosperity of Maryland and all Marylanders. Collective bargaining can also help reverse attacks on higher education by allowing faculty and students an independent collective voice.

Members of the Committee, let us honor our state history. This state has, for decades, viewed collective bargaining between state employees and management as the best way to promote democracy in our workplaces and public institutions. The right to collective bargaining has long been recognized not only as a fundamental human right but also as the best means of ensuring that employee voices play a vital role in shaping the conditions that govern our workplaces. It is a right granted to many other public higher education institutions in the nation and, indeed, to many private, prestigious institutions in our state. The reasons to exempt four-year public higher education institutions from this path make no sense. I again, therefore, urge a favorable report on this Bill.

Sincerely,

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