

**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 Dr. Tempest McCabe. I am a full-time non-tenure-track wildfire scientist at University of Maryland, College Park. I am working with my colleagues in United Academics of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. As a faculty member, and a Maryland resident I am one of only very few Maryland public employees without these rights.

All faculty members, and all Maryland State employees deserve bargaining rights. As a non-tenure-track faculty member, I am extremely vulnerable. I study fire science and environmental change. The grant that funded my work was one of the many cuts to science that was outlined in the presidential budget for FY25. Some of that funding has been restored, but the tenuous reality of my funding situation has been made clear to me. The number of grants that were canceled caused chaos across the university and it was only collective advocacy that successfully pushed congress to restore funding to science. I need access to collective action to maintain my research.

Similarly, my experience seeking promotion has felt arbitrary. I have been given guidance that is different in the university handbook, the department website, and what is enacted in person. I would like a union to help design and enforce consistent promotion mechanisms. As a non-tenure-track researcher, I have won federal grant money for Maryland, and mentored students from the UMD system. I want a union so that I can engage with Maryland as a resident as well as a state worker.

It is through the right to collectively bargain--a right afforded almost all other Maryland Public Employees and USM peer institutions--that non-tenure-track faculty, and, hopefully soon, all faculty, will have the voice they deserve.

Sincerely,

Tempest McCabe
ESSIC
tess.mccabe2012@gmail.com

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