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**Written Testimony Submitted to the
Maryland House Government, Labor, and Elections Committee
HB 106 - State Personnel - Collective Bargaining - Nontenure Track Faculty
February 10, 2026**

FAVORABLE

Chair Wells and members of the Committee, AFT Maryland urges a favorable report on HB 106 to lift the state's restriction on collective bargaining for nontenure track faculty within the University of Maryland System.

Higher education in America is currently under an unprecedented political assault, yet Maryland has effectively forced its professors to the sidelines of this fight. When the federal government threatens to withhold funds from fields of study that do not align with partisan viewpoints, it weakens the very foundation of our universities.

World-renowned research in African American Studies, Women's Studies, and the sciences is being targeted. Maryland's higher education system is in a weaker position to defend against these attacks than states that allow collective bargaining because without the protections of a collective bargaining agreement, the voices of the faculty are effectively silenced.

Furthermore, the current financial trajectory of our institutions is inefficient and unsustainable due to the widening chasm between administrative pay and educator compensation.

According to the *Baltimore Sun's* 2023 database of state employee salaries, pay for management and administrators far outpaces that of the faculty. By denying faculty a path to collective bargaining, the state has essentially given administrators a blank check to increase their own compensation while the faculty face wage stagnation.

For these reasons, we call on the legislature to give faculty the necessary tools to protect higher education by granting them the right to form a union. We ask for a favorable report on HB 106. Thank you.

