

**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 Ross Salawitch. I am a tenured professor of Atmospheric Science at University of Maryland, College Park. I am working with my colleagues in United Academics of Maryland-University 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, I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, non-tenure-track faculty are among the most vulnerable given the vital role they play in our educational mission coupled with their lack of long-term job security, and frankly in many cases low wages.

It is about time educational professionals have the right to bargain. Such a right will enhance our educational mission.

Please support this right: it is time for fearless leadership!

Sincerely,

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