

**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.

I am writing in support to secure collective bargaining rights for faculty in Maryland's public four-year institutions. Faculty members, both non-tenured and tenured, are two of only very few Maryland public employees without these rights. Faculty at UMB lack equal access to shared governance at the department, college, and/or university level. Shared governance only covers certain issues and is advisory and high-level administrators make the final decisions. It is not a substitute for collective bargaining. All faculty deserve collective bargaining rights. Please consider supporting this bill.

Sincerely,

Lisa Fazzini
lfazzini@cwa-union.org

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