

**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 Sarah Lee. I am currently a professional track lecturer of Information Science at University of Maryland, College Park I am working with my colleagues in United Academics of Maryland-University of Maryland (UAM-UMD) and the American Federation of Teachers (AFT) to secure collective bargaining rights for all non-tenure-track faculty in Maryland's public four-year institutions.

As a Senior Lecturer in the College of Information who has worked at UMD for three and a half years, I am one of only very few Maryland public employees without collective bargaining rights. My husband (who is also faculty at UMD) and I live in Hyattsville in Prince George's County. We have chosen Maryland as our forever home, so to speak, and our daughter was born right here in Silver Spring.

Speaking of our lovely little daughter, she was 7 weeks old on March 20, 2025, when I received an email from my chair in the Biology Department. My chair informed me, via email, that my 3-year full-time equivalent contract was ending at the end of academic year 2024-2025 and that my contract was not going to be renewed. He offered me instead a half-time equivalent contract for a single year. Suffice to say, cutting my salary in half threatened our household's economic security. Additionally, daycare for an infant cost almost the same amount as my half-time salary, such that I was considering leaving the work force against my preference.

I was absolutely devastated; as I had received merit raises every year of my contract, I assumed that being good at my job conferred job security. If I had been staff, instead of faculty, my supervisor could not have cut my hours in half while I was on Parental and Family Leave without any opportunity for appeal or negotiation. However, as faculty, I was unprotected. Instead of spending the rest of my Parental and Family Leave recovering from a physically traumatic birth and bonding with my baby, I spent spring of 2025 applying and interviewing for alternate employment.

As a consequence, I have changed employment from the College of Computer, Math, and Natural Sciences to the College of Information. I currently teach 7 sections of "Statistics for Information Science" to approximately 350 students each semester. My course is a requirement for the Information Science major, which represents an important path for Maryland students to lucrative careers in data science.

I hope, for the sake of my colleagues and my future self, to gain the right to collective bargaining. No mother should find herself in the situation I did, with the rug pulled out from under me and my baby. I urge the committee to issue a favorable recommendation on this bill.

Sincerely,

Sarah Lee

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