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**HB 106 – State Personnel – Collective Bargaining –  
Nontenure Track Faculty  
Government, Labor, and Elections Committee  
February 10, 2026**

**Position: FAVORABLE WITH AMENDMENT**

AFSCME Council 3 stands in strong support of House Bill 106. House Bill 106 would establish collective bargaining rights for nontenure faculty throughout the University System of Maryland, Morgan State University, and St. Mary's College. The legislation also establishes bargaining units for the nontenure faculty that would possess collective bargaining rights under the bill.

AFSCME Council 3 represents approximately 55,000 state, county, and municipal employees across Maryland. Included in this representation are staff at our public 4-year higher education institutions. Specifically, AFSCME Council 3 represents exempt, non-exempt, and sworn police units across institutions of higher education within the University System of Maryland. Additionally, our union represents non-exempt employees at Morgan State University, and exempt and non-exempt employees at St. Mary's College. In short, these institutions have experience with collective bargaining negotiations with our union. The practice and procedure of collective bargaining is frequently practiced in these institutions, well-equipping management for collective bargaining negotiations with nontenure faculty, should this legislation pass.

Moreover, collective bargaining between faculty and institutions of higher education is common across the country, both in the private sector and in the public sector. Collective bargaining agreements across public and private sector institutions of higher education were already well established in the 1970s.<sup>1</sup> Collective bargaining rights for faculty exist across states and defy the political spectrum and have for a long period of time. For example, college faculty in Nebraska have enjoyed collective bargaining rights since the 1970s,<sup>2</sup> and those rights exist to this day.<sup>3</sup> Collective bargaining is a flexible process and procedure that enables workers to communicate their concerns and collaborate with management to address workplace issues. AFSCME Council 3 strongly believes that all public employees should enjoy the freedom to collectively bargain.

A technical clarification to the bill as introduced is necessary to ensure that non-faculty staff are not inadvertently included in the new nontenure faculty bargaining units created by this legislation.

**We urge the committee to issue a favorable report on House Bill 106 with the sponsor amendment.**

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<sup>1</sup> See The National Center for the Study of Collective Bargaining in Higher Education, *Directory of Contracts and Bargaining Agents in Institutions of Higher Education*, April 1976, <https://www.hunter.cuny.edu/ncscbhep/assets/files/directory%20April%201976.pdf>.

<sup>2</sup> *Id.* at 11.

<sup>3</sup> *Collective Bargaining Agreement between the Board of Regents of the University of Nebraska and the University of Nebraska at Omaha Chapter American Association of University Professors* (July 1, 2023 – June 30, 2025), <https://www.unomaha.edu/academic-affairs/files/documents/compliance/2023-2025-uno-aaup-cba.pdf>.