

**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.

As a graduate worker at UMD, and as someone who aspires to become a faculty member, I fully support collective bargaining for faculty at Maryland public institutions because all workers deserve the right to negotiate over the conditions that affect their work. Like graduate workers, faculty do not have any kind of meaningful or enforceable say under the current shared governance system, which is becoming more apparent as the attempted dismantling of higher education by the federal government continues. For example, last spring, the University Senate voted to establish a compact with other Big Ten universities in response to the legal and financial attacks on higher education. Yet nothing has come of this. We have seen again and again at universities like the University of Oklahoma, Texas A&M, Columbia University, University of Virginia, University of Michigan, and the University of Pennsylvania that administrators will swiftly concede to right wing pressure by violating free speech rights and rolling back diversity measures, against the will of the faculty, students, and staff who they claim to serve. UMD administrators have not shown that they will do any different if we become a target. Collective bargaining rights are not just about higher pay, or more leave time, it's about having a democratic voice in our institution. Democracy in our state and in our nation suffers when we do not have democracy in our workplaces and universities.

Sincerely,

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