

FAVORABLE
House Bill 106
State Personnel-Collective Bargaining-Nontenure Track Faculty

Government, Labor, and Elections Committee
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1:00 pm

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Government Relations

The Maryland State Education Association supports House Bill 106. This legislation would extend collective bargaining rights to nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland. We strongly support the expansion of collective bargaining rights to these workers.

MSEA represents 76,000 educators and school employees who work in Maryland's public schools and community colleges, teaching and supporting our almost 900,000 K-12 students so they can pursue their dreams. MSEA represents more than 44 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

For far too long, many workers in Maryland's public sector have been unable to enjoy the freedom to collectively bargain through their unions. Maryland's development of public sector collective bargaining for workers has been piecemeal, incremental, and insufficient to meet the needs of working families, especially when compared to other states' public sector collective bargaining systems.¹ House Bill 106 makes meaningful progress to correct this historical error, by extending collective bargaining rights to nontenure track faculty.

¹ Maryland State Labor Boards, *Public Schools, Higher Education, State Employees*, slides 7-8 (2014) (noting the development of public sector collective bargaining for certain state employees and higher education employees developed from 1996 – 2012), retrieved from: <https://laborboards.maryland.gov/wp-content/uploads/sites/9/2014/05/Powerpoint-for-Shanghai-Delegation-Feb-2013.pdf>; See also, Jimmy Tarlau, *Many Workers in Md. Don't Have the Right to Form a Union. That Needs to Change*, Maryland Matters (May 20, 2021), <https://www.marylandmatters.org/2021/05/20/jimmy-tarlau-many-workers-in-md-dont-have-the-right-to-form-a-union-that-needs-to-change/>.



Nontenure track faculty play a vital role in delivering high-quality education to students across Maryland. Despite their significant contributions, these faculty members often face precarious working conditions, low pay, and limited benefits. By granting them collective bargaining rights, House Bill 106 aims to ensure that the specific needs and concerns of nontenure track faculty are addressed and that they have a strong voice in the decision-making process.

There is a long practice of collective bargaining in institutions of higher education across the country that demonstrates the success and flexibility of collective bargaining. In California, New Jersey, New York, Michigan, Massachusetts, Illinois, and Washington, nontenure track faculty have collectively bargained for better working conditions, benefits, and compensation. House Bill 106 would ensure that nontenure track faculty at the University System of Maryland, Morgan State University, and St. Mary's College of Maryland would have a strong voice in negotiating the terms and conditions of their employment.

Every worker, whether they are in the private sector or the public sector, deserves a seat at the table with their employer to discuss their working conditions. The dignity of labor requires that all workers be able to enjoy the fundamental right to collectively bargain with their fellow workers. There is no rational basis to continue to deny or delay collective bargaining rights for workers, including nontenure track faculty. We continue to urge lawmakers to enact policies that lift up the voices of workers and recognize the dignity of labor. This legislation is a vital step towards fairness and equity.

We urge the committee to issue a Favorable Report on House Bill 106.