



Testimony - HB 106, State Personnel - Collective Bargaining - Nontenure Track Faculty  
Favorable

House Government, Labor, and Elections Committee

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Honorable Chairwoman Wells & Members of the House Government, Labor, and  
Elections Committee:

On behalf of SEIU Local 500, which represents thousands of public sector workers across higher education, K–12 schools, and public services throughout Maryland, we respectfully submit this testimony in strong support of House Bill 106.

HB 106 takes an important and long-overdue step by extending collective bargaining rights to nontenure track faculty at Maryland’s public universities. These educators perform essential academic work—teaching students, advancing research, and sustaining the daily operations of our institutions of higher learning—yet they have been excluded from the basic workplace rights that many other public employees enjoy.

This bill highlights a deeper and ongoing problem in Maryland law: not all public sector workers are afforded the right to collectively bargain. Despite Maryland’s reputation as a labor-friendly state, large segments of the public workforce remain disenfranchised when it comes to having a legally protected voice on wages, workload, job security, and working conditions. Nontenure track faculty are among the clearest examples of this inequity.

Without collective bargaining rights, these faculty members often face unpredictable schedules, short-term contracts, inconsistent pay, and limited due process—conditions that undermine not only their economic stability, but also the quality and continuity of education provided to Maryland students. HB 106 begins to correct this imbalance by recognizing that academic labor is still labor, and that faculty deserve the same dignity, protections, and voice as other public employees.

SEIU Local 500 strongly believes that collective bargaining promotes stability, fairness, and accountability in public institutions. When workers have a seat at the table, outcomes improve—not just for employees, but for students, families, and the communities these institutions serve. HB 106 advances that principle and sets a positive precedent for addressing remaining gaps in collective bargaining rights across the public sector.

For these reasons, SEIU Local 500 urges a favorable report on House Bill 106 and looks forward to continuing the work of ensuring that all public sector workers in Maryland have the right to organize and bargain collectively. Thank you Delegate Foley for leading on this perennial issue which we hope to draw to a close for our non-tenure track university faculty this year.

Thank you for your time and consideration.

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