

**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 Amy Wickner. I'm an archivist and faculty librarian with permanent status at the University of Maryland, College Park, where I've worked for 12 years. Specifically, my job is to preserve digital records. Like all of my librarian colleagues, I'm also a researcher. My area of expertise is climate advocacy in the archives field. Librarians are classified as non-tenure-track faculty.

I share four major concerns with my coworkers: safe and sufficient staffing; maintenance of work environments; working conditions of adjuncts; and protection for DEIA activities under attack. I'll explain how collective bargaining would make a difference in each of these areas.

A collectively bargained faculty contract could stipulate staffing minimums for academic programs and functions. For example: manageable course loads for faculty who teach, well-staffed research administration in the colleges, and enough archivists to keep the reading room open longer and retrieve boxes on call. With guaranteed staffing levels, we'd be able to do our jobs without ruining our health. We wouldn't tolerate workplace harassment out of fear that a salary line would be lost.

A collectively bargained faculty contract would establish clear and fair terms of employment for my adjunct and contract colleagues, ending the exploitative precarity that's typical of such jobs.

Through collective bargaining, we could achieve safe, sustainably retrofitted, and well-maintained working environments. We could bargain safety measures to protect workers from sick or dangerous buildings, and from hazards related to climate change such as extreme weather. I want a contract that prohibits my employer from dangerously neglecting its physical plant.

A collectively bargained contract could enshrine material commitments to diversity, equity, inclusion, and accessibility. Amid right-wing attacks on higher and public education through universities, K-12 schools, libraries, and the very infrastructure of federal government, public higher ed workers are uniting for mutual aid and defense. Collective bargaining rights solidify our power to protect one another in this necessary work.

Members of the Committee, I urge you to issue a favorable report for this bill that extends the right to collectively bargain to non-tenure-track faculty in Maryland. We know how to build democratic workplaces and public institutions, and we demand the tools to do so.

Sincerely,

Amy Wickner

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