

**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.

I am a former postdoctoral researcher and graduate student in physics and electrical engineering at the University of Maryland, College Park, and I write in full support of the right of faculty at the university to form a union. As a post-doc, I worked long hours in (and out) of the lab to help support highly successful research that brought in lots of funding. I also felt that I was decently compensated; however, this was only because I was able to come to a reasonable agreement with the head of the lab. If my boss was less reasonable, as many other bosses are, I could have been paid less than \$50k for work as someone who received a Ph.D. This is unconscionable. It is unethical to leave the well-being of post-docs and other PTK workers to the whims of their individual PIs. What is ethical, instead, is to allow these workers to collectively bargain for fair wages and working conditions for all.

Sincerely,

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