

**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.

To the members of the Senate Finance Committee and the House Government, Labor and Elections Committee. My name is Joshua Davis and I'm an associate professor of history at the University of Baltimore, a state university for working adults and first-generation students of all ages that has been recognized by the U.S. Department of Education as a predominantly Black institution. I've taught at UBalt for eleven years.

I'm also a member of our university's chapter of the American Association of University Professors. AAUP chapters at UBalt, Towson, College Park, Bowie, Salisbury, Frederick Community College, Howard Community College, and Montgomery County College have all voted to strongly endorse legislation enabling collective bargaining rights for state university faculty and graduate assistants.

I'm testifying to respectfully ask that your respective committee issue a favorable report to this bill because university faculty, like all other state workers, deserve the right of collective bargaining.

To anyone having doubts about supporting this bill, I'd ask: K-12 teachers can do collective bargaining in this state, and so can non-teaching staff at state universities as well as community college faculty. So why are USM faculty denied the right of collective bargaining? How can anyone who claims to support workers and to support education in Maryland not trust our university faculty to responsibly exercise the right of collective bargaining?

For those opposing this bill, I would ask, why aren't you willing to provide University System of Maryland faculty the dignity and respect that we deserve as state workers?

Collective bargaining rights for our state faculty would allow our state schools to retain more faculty who otherwise leave our state for other states where faculty have those rights. It would allow us to attract prospective faculty who pass on jobs in Maryland in favor of states with collective bargaining rights for faculty. In short, because collective bargaining rights for faculty would allow us to retain and attract faculty, it would be a net boon for our undergraduates.

At the University of Baltimore, I'm proud to report that many of our undergraduates go on to pursue fulfilling careers in K-12 public education. We've had at least six alums of our History program become teachers in Baltimore City and Baltimore County public schools directly after graduation in the last six years.

One major reason I'm happy to encourage our students to pursue K-12 teaching is because our public school educators in Maryland belong to unions with collective bargaining rights. It's this feature of public school employment that makes teaching in Maryland much more appealing to college graduates than teaching in states like West Virginia, where teachers are prohibited from collective bargaining.

Unlike neighboring state university systems in Pennsylvania, Delaware, and Washington, D.C., our USM faculty are barred from collective bargaining. This strikes me as not only unfair, but also short sighted. Our state is losing out on talented university faculty to neighboring states where the university systems allow collective bargaining. College educators want the protections of union membership, as a wave of recent unionization drives on college campuses such as Johns Hopkins University and Northwestern University illustrate.

I suspect that most of you support the right of our K-12 teachers to do collective bargaining, and that you also supported the Kirwin bill because you wanted to strengthen our state's public education system. If passed, House Bill 0106 and Senate Bill 0006 would have a similarly positive effect on public education in Maryland by improving our universities' ability to attract faculty who can boost our state's university system, in turn helping to keep it one of the best in the country.

This legislation is good for state workers and good for our state's college students.

In conclusion, I respectfully ask that your committee issue a favorable report on this bill.

Thank you for your time and consideration.

Sincerely,

Joshua Davis  
University of Baltimore  
joshuaclarkdavis@gmail.com

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