

**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 Rachel Bailey. I am a full-time non-tenure-track professor of Communication at University of Maryland, College Park. I am working with my colleagues in United Academics of Maryland (UAM), an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), to secure collective bargaining rights for faculty in Maryland's public four-year institutions. As a Maryland resident and faculty member with the title of Lecturer, I am one of only very few Maryland public employees without these rights.

I could provide various claims explaining why all faculty deserve collective bargaining rights and why non-tenure-track faculty are among the most vulnerable because tenure is not available to us, but the bottom line is that elite Maryland politicians are alienating themselves from a large group of constituents, and I don't understand why. What does Maryland stand to lose if it supports the democratic rights of a group of the Maryland workforce to protect itself from a dangerous power imbalance between employers and employees.

The right to collectively bargain is a right afforded almost all other Maryland Public Employees and USM peer institutions. It is a right we all deserve because we are all Marylanders, and supposedly this state leaves no one behind.

Sincerely,

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