

**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.

As a University of Maryland faculty member since 2013 and a resident of the state of Maryland, I support collective bargaining rights for all faculty in Maryland's public, four-year institutions. In an increasingly vulnerable and precarious landscape for higher education, collective bargaining rights will ensure that all faculty have a voice in negotiating fair pay, workloads, and job security. Collective bargaining rights will also facilitate faculty participation in decision making about budgetary and curricular priorities, decisions that strongly impact our work and our students' ability to learn. The right to collectively bargain will help us to preserve the integrity of the university's mission, including educating students, carrying out research, and advancing knowledge, in an era when this mission has increasingly come under threat. Faculty are among the only public employees in the state of Maryland who do not hold the right to collectively bargain, a situation that must change.

Sincerely,

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