SIERRA CLUB
MARYLAND CHAPTER

P.O. Box 278
Riverdale, MD 20738

Committee: **Government, Labor, and Elections**

Testimony on: **HB 106, State Personnel - Collective Bargaining - Nontenure Track Faculty**

Position: **Support**

Hearing Date: **February 10, 2026**

This bill would provide collective bargaining rights for Non-Tenure-Track (NTT) faculty, including adjuncts, at Maryland's public universities. This modest legislation would extend to NTT faculty the same rights as are already afforded to almost every other Maryland public employee. Currently, Non-Tenure-Track faculty lack worker voice, job security, and true academic freedom. They do not have real due process and many even lack access to professional development. Workloads are often overwhelming and compensation inadequate. The bill would grant them the right to bargain over these issues if a majority of faculty in an appropriate bargaining unit chooses to be represented by an exclusive representative. It would extend the same rights to NTT faculty as are already provided in twenty-five states and the District of Columbia.

The legislation would benefit the University system overall. Research[1] has shown that collective bargaining enhances cost effectiveness, optimizes efficiency, reduces inequality, and improves university governance. Sierra Club has long supported broad labor rights as a necessary companion to our climate advocacy work. A clean, and pollutant-free environment improves public health and community well-being.

Similarly, collective bargaining confers greater power on workers, enabling them to improve working conditions for themselves, their families, and their communities. Advocating for greater affordability, workplace democracy, and enhanced living standards goes hand-in-hand with our advocacy for affordable, accessible, clean environmental protections. Through their unions, workers have supported efforts for clean air and water, while advocating for just standards for the workers who will make the transition to a clean economy possible. Sierra Club supports these efforts. Many of the faculty who will benefit from this bill have provided necessary research and analysis supporting the efforts of the State to meet its climate goals. This includes the work of the University of Maryland Center for Global Sustainability in developing the State's climate plan. It is only fair that these academics possess the same rights to a voice on the job as are possessed by almost every other public employee in the State.

We urge the Committee to provide a favorable report.

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[1] https://uamaryland.org/collective-bargaining , "The Case for Collective Bargaining Rights", endnotes 2,4,5, 6.

Founded in 1892, the Sierra Club is America's oldest and largest grassroots environmental organization. The Maryland Chapter has over 70,000 members and supporters, and the Sierra Club nationwide has over 800,000 members and nearly four million supporters.