

**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 NTT faculty member at UMBC, where I have taught for nearly 15 years. I have a supportive department chair and dean, and when I have had workplace issues, these people have helped me immensely. But that's just luck! Other NTT faculty do the same work I do for less pay and less power, and that's not fair. Faculty governance cannot help us with nitty gritty issues like pay, workload, benefits, etc. Those things need to be outlined in an enforceable contract, and we only get that through collective bargaining. We are some of the last state workers without these rights, and we deserve them as much as community college professors, cops, and university staff, just to name a few groups who have these rights. Even manager-level workers now have the right to organize. It is outrageous to me that in Maryland, a state that claims to prioritize worker rights, we're still fighting this hard to get them for us. I urge the committee to issue a favorable report for this bill.

Sincerely,

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