

**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 Ziad Bentahar. I am a tenured Professor at Towson University and a Maryland resident. I write as a citizen to urge you to issue a favorable report on the bill granting collective bargaining rights to nontenure track faculty at Maryland's public universities.

Nearly all other state employees already have this right, including community college faculty and non-academic staff at four-year institutions. Excluding university faculty is inconsistent and unjust.

Collective bargaining strengthens collaboration between faculty and administration, improves working conditions, and allows faculty to focus on their core mission: educating Maryland's students. It also helps address declining faculty numbers, ensures the long-term health of our universities, and makes Maryland more competitive in attracting and retaining excellent educators.

This bill affirms a basic democratic labor right and will strengthen Maryland's public higher education system for the benefit of students, institutions, and the state as a whole.

Thank you for your consideration.

Sincerely,

Ziad Bentahar

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