

**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 Aaron Oldenburg. I am a tenured professor of Simulation and Game Design at The University of Baltimore. I am working with my colleagues and AFT Maryland to secure collective bargaining rights through. As faculty, I am one of only very few Maryland public employees without these rights.

While all faculty deserve collective bargaining rights, this bill will provide these rights to non-tenure track faculty. Non-tenure track faculty are my colleagues and they bring a wealth of industry, academic and personal experience to the University. However, despite the vital roles they play, they have little if any job security, lower pay, and larger teaching loads.

Part of my university's mission is to offer a "career-focused education for aspiring and current professionals." Non-tenure track faculty, given their diversity of their professional backgrounds, play a crucial role in this. However, how can they adequately prepare these students if their own employment is precarious? The way to improve this situation is through the right to collectively bargain, which most Maryland public employees and UMS peer institutions already have.

This bill will give instructors the right to gather and vote, the voice that they deserve. Having this voice serves our students and advances the mission of The University of Baltimore.

Sincerely,

Aaron Oldenburg
aaron.oldenburg@protonmail.com

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