

# COMMUNITY COLLEGE COLLECTIVE BARGAINING



The Maryland Community College Employees  
Freedom to Collectively Bargain Act of 2021  
SB0746 - HB0894

## THE FACTS



In Maryland, collective bargaining rights are guaranteed to over 100,000 faculty and staff at K-12 public schools, 60,000 state workers, 4,000 employees at four community colleges, and more. For no reason however, community college employees don't have this basic right statewide.



Public colleges and universities with unionized faculty are more cost efficient than those without a union. Academic studies from states across the country show that a faculty union is associated with a \$13,555 reduction in a school's core expenses per degree awarded.



Montgomery College faculty and staff have been unionized for over a decade. Still, several community colleges in Maryland have higher tuition than Montgomery College and Montgomery College's tuition growth was the slowest in the state for several consecutive years.



This bill to expand collective bargaining rights to community college employees would give employees the freedom to choose whether to join a union. It would not mandate unionizing, force union membership or membership dues, or cause any automatic cost increase for colleges.



Since before the pandemic, the faculty and staff of Maryland's community colleges have offered a cost-effective path to new careers for working people. Collective bargaining is the only way this entire field of professionals can advocate for themselves and their students.



The COVID pandemic has shown us that workers need to have a say in their workplace. The people who work on the ground have only one meaningful way to voice their concerns about their working conditions, health, and safety: collective bargaining.



At community colleges across Maryland, employees' working conditions are students' learning conditions. When employees can bargain collectively with their administrations, faculty, staff, and students will all benefit.

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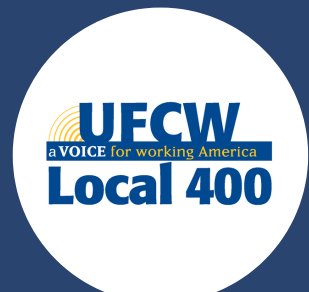


(SB0746 - HB0894)

## A STATEWIDE COALITION

### Faculty and Staff Fast Facts

- Faculty members have very little job security; they don't even know if they will have a course from one semester to the next.
- Many faculty members do not have the office space to meet with students.
- Adjunct faculty often do not know if they will have any courses to teach until a semester is about to start.
- Adjunct faculty frequently drive all over the region in a day to teach at several community colleges.
- Employees often have no input on health and safety protocols in response to the pandemic.
- Staff and faculty are often left out of important communications and decision-making.
- Employees often do not have clear possibilities for promotion, professional development, or career pathways.
- Dismissal and discipline of faculty and staff does not follow a just cause standard. Faculty and staff can be dismissed for any or no reason and have no recourse if let go unfairly.



### Contact:

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