

3/4/2021

**Senate Bill 746 - Education - Community Colleges - Collective Bargaining  
SUPPORT**

Dear members of the Senate Finance Committee:

My name is Keith Mathias and I am an adjunct faculty member at Howard Community College in Columbia, Maryland and Carroll Community College in Westminster, Maryland. I am writing to you today in support of bill SB746 - Education - Community Colleges - Collective Bargaining.

Currently, community college faculty are denied a fundamental right enjoyed by over 200,000 other public sector workers: the right to decide for ourselves whether we wish to be represented by a union. Many adjunct faculty members like myself teach at multiple community colleges, driving all over the region to do so. We also regularly see our courses cancelled or reassigned at the last minute without any compensation for the hours of labor spent preparing our courses. Without reasonable assurance that we will be employed from semester-to-semester, we are often scrambling to create authentic and engaging learning experiences for our students at the last minute. Collective bargaining would be the first step toward the kind of stability and support that would allow adjunct faculty to create the kinds of learning experiences that our students deserve. Our working conditions are their learning conditions.

These glaring inequalities have only been laid more bare by the COVID-19 pandemic. Without input on health and safety protocols or adequate compensation for the hours of training and additional equipment/materials that we have purchased, faculty like myself have struggled to adapt our teaching to a remote setting. These struggles invariably show up in our classrooms, negatively impacting our students. With collective bargaining, faculty, staff, and perhaps most importantly, our students will all benefit. Again, the working conditions that faculty face are the learning conditions our students face.

This bill is not a mandate that community colleges unionize, it simply gives us the freedom to choose for ourselves. We understand how essential our labor is to the future of not just the state of Maryland, but the country as a whole. We need to have a seat at the table, and this is the year to make that change.

I ask you to vote "yes" on SB746 and strongly urge a favorable committee report.

In solidarity,

Keith W. Mathias  
Adjunct Faculty