

VOTE YES FOR MORE THAN 5% IN RAISES, LONGEVITY STEP, AND MORE!

The AFSCME Maryland Bargaining Team recommends you vote **YES** in support of this tentative agreement.

WAGE INCREASES

July 1, 2024

- 3% cost of living adjustment (COLA)
- 1 step increase (avg. increase of more than 2%, paid based on hire date)

January 1, 2025

- Longevity step increase for those who have been continuously employed with the State since June 30, 2019

Additional Increases

- Shift differential pay rate increases to \$1
- Additional expansion of bonuses for certain Unit H employees
- Bilingual pay increases to \$75 per pay period

ADDITIONAL HIGHLIGHTS

In addition to these wage increases, we have won language to improve leave policies, health and safety protections, rights for contractual employees, investigation procedures, workplace privacy, and more!

To read a full overview of what we've won in this tentative agreement, visit: bit.ly/state-ta

