

# COLLECTIVE BARGAINING AT USM IS BROKEN

## A Chaotic System



AFSCME Council 3 is the collective bargaining representative for more than 6,000 employees at the University System of Maryland (USM).

Currently, the USM Board of Regents determines wages, raises, and other employment policies that govern all USM campuses.

Even though AFSCME is the legal bargaining representative for USM employees, AFSCME does not have the legal authority to negotiate contracts with the USM and Board of Regents.

AFSCME is only authorized to engage in inefficient and duplicative campus-level bargaining over non-wage issues with individual USM campuses. Even then, the USM Board of Regents retains the authority to reject tentative agreements that AFSCME negotiates at the campus level.

Within the same exempt job title at UMCP there is a huge variation in wages that does not correspond to seniority.

Smart reforms would create efficiencies and save money and time. The USM schools are an important engine of economic growth in Maryland. All available resources should go towards a quality education.

Our largest job title at UMCP, coordinator, has an annual salary range from to \$25,625 to \$122,921.  
Analyst: annual salary ranges from \$40,300 to \$80,000

The current inefficient system prevents AFSCME from negotiating wages and other employment policies. Many USM employees earn less than a living wage.

When the USM authorizes wage increases, they are often applied unfairly and unevenly within campuses or even within individual departments.

At UMCP 73% of AFSCME bargaining unit members earn below the MIT Living Wage for Prince George's County, assuming a two person household with one adult and one child.

Nearly 300 AFSCME bargaining unit members earn less than \$15 an hour at UMCP.

What's more, the USM's ability to recruit and retain a qualified workforce is negatively impacted by these low wages and this unfair system.

Additionally, USM workers are subject to different non-economic policies at campuses across the state, including unfair and uneven grievance policies.

At the University of Maryland College Park (UMCP) – the crown jewel of the USM and by far the largest campus in the system – the results of this unfair and inefficient system are on stark display.



# THE UNIVERSITY OF MARYLAND'S SYSTEM FOR COLLECTIVE BARGAINING IS CONFUSING, INEFFICIENT AND EXPENSIVE. USM WORKERS CAN SIMPLIFY IT.

Can you figure out the chart on the front? Believe it or not, it's how the individual USM schools negotiate contracts with its workers – a crazy, inefficient and expensive maze of confusion.

But **USM workers have an idea** to simplify things:

- 1. One negotiating table.** USM and workers should negotiate at one table with one master contract, just like other state workers, rather than wasting tax dollars negotiating 16 different contracts.
- 2. Direct negotiating to eliminate the middlemen.** AFSCME will negotiate directly with the USM- because it sets personnel policies and wages- streamlining the system and eliminating middlemen.

- 3. Full transparency.** Make negotiations fully available to everyone involved, including workers, students, taxpayers – everyone.
- 4. A thriving university system.** Collective bargaining reforms mean a more productive workforce and a university system ready for the future.

