Pictured: AFSCME Maryland President Patrick Moran prepping with the AFSCME State Bargaining Team ahead of negotiations

MESSAGE FROM AFSCME MARYLAND PRESIDENT MORAN

Bargaining for a Slice of the Pie

It's a busy season of bargaining! Our united AFSCME Maryland is currently bargaining on a number of different fronts with employers, including the City of Baltimore, State of Maryland, University System of Maryland, and more. There is a common thread at every bargaining table: building power and bargaining for economic justice.

As the people that make the cities, counties, colleges, schools, and the state happen, we need the resources to provide the public services that so many people rely on each day in Maryland. That is why bargaining strong contracts that build power and economic justice is our focus. A career in public service should be America's best example of a pathway to a stable middle class life. This means having a slice of the pie that is big enough to create economic stability for you and your family. It shouldn't mean living paycheck to paycheck but instead having enough to provide for you and your family and still have some money set aside for the future. When it comes to bargaining, economic stability is our goal and what AFSCME Maryland is fighting for.

- AFSCME Maryland Council 3 President Patrick Moran

Upcoming Events

November State Bargaining Town Hall
Wednesday, November 29 | Zoom
RSVP: bit.ly/nov-state-townhall

Pictured: Salisbury workers and city council members; Howard County Library System workers

Unions for All!

On Friday, October 20, we officially welcomed City of Salisbury workers to our AFSCME family! For almost a year now, these workers have been organizing a union to address concerns such as pay, transparency, leave, and more. Now they're on their way towards negotiating their first contract!

In similar news, on Thursday, October 12, Howard County Library System workers announced their intentions to unionize with AFSCME Maryland! You can read their full letter about why they're organizing and sign their community support letter on their website at: **www.hclwunited.org**.

Rallying Together at Baltimore City Community College

On Tuesday, October 17, AFSCME Local 1870 members who work at Baltimore City Community College (BCCC) rallied together to demand better from the school and the Board of Trustees. At the same time that BCCC was telling AFSCME members at the bargaining table that there wasn't enough money for raises, the Board of Trustees quietly approved a compensation package for President Debra McCurdy that totals well over $600,000. You can sign AFSCME Local 1870's petition calling for President McCurdy's removal at: **bit.ly/bccc-petition**

AFSCME Members in Action

💻 On October 11, we held our first State Bargaining Town Hall. Over 200 members attended, and it was great hearing from everyone about our priorities at the bargaining table this year.

🏥 Legislators from the House Appropriations Health and Social Services Subcommittee, as well as Baltimore County Councilman Pat Young, joined AFSCME Local 266 members for a visit to the Spring Grove Hospital Center. We talked about fighting facility divestment, improving staffing levels, and reducing wasteful contracting out!

📋 On Monday, October 2, AFSCME Local 2563 leaders spoke at an Anne Arundel County Council meeting in support of Bill No. 67-23 (An Ordinance concerning: Pensions-Personnel-Public Ethics-Positions in the Classified Service-Positions in the Exempt Service).

💪 Shout out to all the members who participated in our October Week of Action from the Eastern Shore to Baltimore to Western Maryland! We spent the week visiting work sites to sign up new members and share how to get more involved in our union.

Pictured: AFSCME members tabling at various regional health fairs and Week of Action events

Member Spotlight: Will Schmager

Two years ago, Will Schmager accepted a job with the City of Salisbury as a Computer Technician. His day to day involves ensuring the various IT-related requests that come in each day go to the right person in his department to resolve. But in this past year, when he wasn't on the job, Will dedicated his time to talking to coworkers as they organized to form a union.

"It was so out of the ordinary how it started with management bringing up the idea to us. It felt like they were trying to push stuff over on us," says Will. He says because he felt the need to know what was happening for his department's sake and what was going to be happening going forward, he kept going to meetings to learn more.

Pictured: Will Schmager

When Will and his fellow city workers were made aware that city management wanted to adopt a labor code that would have prevented negotiations over working conditions, they organized together to ensure the labor code was modified and attended city council meetings to ensure their voices were heard.

"Each incremental step that we made was exciting. **Maybe it was fear being spread around by management or maybe it was even the fear of the unknown, but you can just see the light bulb go off when people have the right information and realize that forming a union is not such a bad thing after all.** At our first few meetings, we only had 10 people show up, but towards the end, we were getting support from entire departments," says Will.

That hard work paid off, and on Friday, October 20, Will and his fellow city workers received good news: **their union had been certified with majority support from departments across the city!**

Now, Will's looking forward to a first contract that includes additional holidays, particularly Christmas Eve, as well as consistent raises. For Will, his biggest takeaway has been, "Your employer never has your best interests at heart. **If you have an opportunity to look out for yourself and fight for yourself, you should do it.** Plus, it never hurts to have conversations with people. Some people had no idea what a union is, so it was helpful to have that conversation about how we can make our workplaces better."