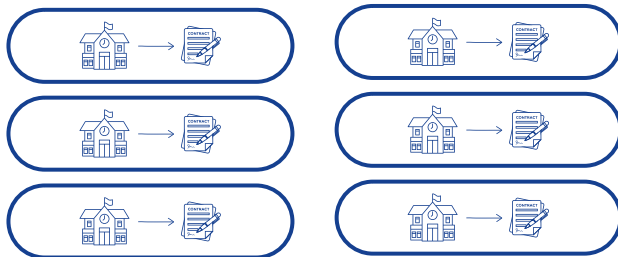


# The Power of Consolidated Bargaining: Negotiating a Master Contract Directly with the USM

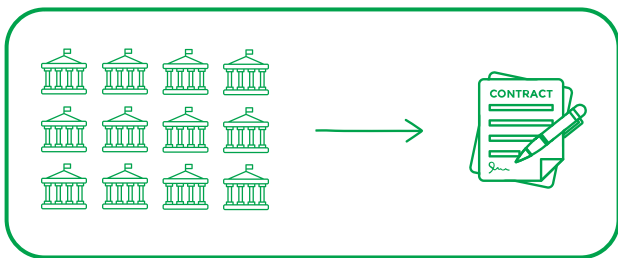


Prior to 2022, every institution within the University System of Maryland (USM) was negotiating its own contract.

This means union members at each university were bargaining their contracts separately, even though all USM staff share the same job classes and the same personnel system. **As a result, we had more than 15 contracts across 9 USM schools for over 6,500 staff.**



This is in stark contrast to the master contract workers at state agencies have, where **one contract covers over 20,000 state workers at 20+ state agencies.**



In the 2022 legislative session, AFSCME members worked together to successfully change the law, finally allowing all USM campuses to bargain one master contract.

**Since August 2022, our bargaining team, made up of union members from USM campuses, has been in negotiations with the USM, the ultimate decision makers regarding our pay and workplace policies.**

We've brought up a number of proposals including the following:

- Higher pay and redoing wage scales
- Retirement benefits
- Tuition remission
- Probationary periods and rules
- Preventing contracting out
- Seniority
- Rights for overtime/compensatory time
- Enhanced rights for union members

With additional bargaining sessions coming up, **there's no better time to get involved to advocate for the pay, benefits, and workplace policies that you'd like to see for you and your coworkers.**

**Only union members can have a say in our bargaining priorities. Become a member today at [www.afscmemd.org/join](http://www.afscmemd.org/join).**

## Why Consolidated Bargaining Works

### It's efficient.

A unified contract cuts costs and allows us to use our union's resources more efficiently. Bargaining a singular contract saves time and money for our union and the universities, eliminates additional bureaucracy, and reduces inconsistencies and pay disparities between campuses.

### It makes sense.

Why should the workplace rules and policies at one school differ from another school, leaving room for disparities and unfair treatment? All USM staff are state workers, and having a master contract like other state workers do just makes sense.

### It levels the playing field.

By negotiating a master contract, workers across all of the USM campuses can be united in pushing for wide-reaching improvements in the workplace. By uniting together across campuses, we can leverage our full power at the bargaining table with the USM.

Visit [www.afscmemdbargaining.org](http://www.afscmemdbargaining.org) to view all of our bargaining updates.