

Vote YES on SB9 / HB486

1 contract, 1 bargaining table for University staff

CURRENT SYSTEM

MARYLAND'S STATE AGENCIES

20,000 state employees
2 personnel systems
20+ state agencies
6 bargaining units

1 CONTRACT

NEGOTIATED BY
Department of Budget
and Management

APPROVED BY
Governor

MARYLAND'S PUBLIC UNIVERSITIES

6,500 higher ed staff
1 personnel system
9 USM institutions
3 bargaining units

15+ CONTRACTS

NEGOTIATED BY
9 separate HR directors

APPROVED BY
USM committee

THEN APPROVED BY
Board of Regents

PROBLEMS

- USM and Board of Regents set wages, raises, health and safety conditions, and other employment policies for all campuses.
- AFSCME can't negotiate directly with USM even though we are the legal bargaining representative.
- AFSCME can only bargain with individual campuses, which say they cannot negotiate USM policies.
- Contracts negotiated with campuses can be rejected by USM.
- There is wide disparity in pay and working conditions across campuses, and even on the same campus.
- During COVID-19, for example, this has meant:
 - Inconsistent screening requirements
 - Uneven distribution of or access to PPE
 - Inequity in the use of telework
 - Disparity in the use of hazard pay for workers at greatest risk of exposure, such as housekeeping or other staff working in quarantined areas

SB9 / HB486 will:

Allow AFSCME to negotiate a single contract across all University System of Maryland institutions, similar to other state employees, saving unnecessary duplication of effort bargaining multiple contracts

Eliminate bureaucracy & increase transparency by letting AFSCME negotiate directly with USM

Create fairer, healthier, more equitable work environments that help our universities thrive!

