

Rebuilding State Government and Saving Services



AFSCME Maryland Council 3 represents nearly 30,000 workers across the state. We are committed to building a better Maryland and fighting for the pay, respect, and safe working conditions that every state and higher education worker deserves.

Position reductions and vacancies have resulted in **10,705 fewer state employees today than there were in 2015**. On Jan. 9, 2023, the Department of Legislative Services (DLS) published a report on state personnel. It listed the loss of positions, increased vacancies, and erosion of competitive employee compensation as the main drivers for the increases in the use of overtime, high caseloads, and failures for state agencies to perform required duties and implement legislative reform. A significant investment will be required to steer Maryland's state government back on the right track after years of neglect.

- **Invest in a complete salary restructure and add more benefits to incentivize workers to stay.** The state has a hard time keeping newly hired employees with over half of the state workforce having less than 10 years in. State workers are leaving for higher-paying jobs and more work-life balance with lower workloads. The state should look to continue expanding telework, adding childcare incentives, and implementing other benefits to help attract and keep workers. According DLS's 1/9/23 report, state salaries also tend to be lower than federal and local government salaries. Recent salary increases have failed to overcome the decade between 2008-2018 where salaries remained largely stagnant.
- **Invest in annual step/merit increases and COLAs that keep up with inflation.** Step/merit increases are great retention tools that are automatic in federal and county governments and should be in the state government too.
- **Fill vacancies and add previously eliminated positions.** In 2018, DLS estimated that another 1,126 positions were needed to meet staff-to-caseload ratios outlined in staffing studies or to comply with statute. Between 2020-2022, DLS reports a reduction of nearly 3,500 more positions.
- **Provide more workforce development and career-ladder opportunities.** For far too many classifications, the series only contains one option for vertical movement. We would like to work with DBM to identify more positions that could have trainee, intern, and lead positions.
- **Provide modern workplaces by fixing the State's aging building infrastructure.** The state has a tremendous potential with its facility space across the state, and it should be maximized to meet the needs of Marylanders.
- **Support fair contracts and respect workplace rights.** We are in the midst of difficult and contentious contract negotiations with the University System of Maryland, Morgan State University, and St. Mary's College about wages, hours, working conditions, and more. With fair contracts, we can ensure that workers' health and safety are protected, we have enough staff to meet the needs of our students, and people are fairly compensated, so they are not forced to work multiple jobs.



Priority Bills

Pass Legislation to Improve Labor Relations and Working Conditions

Legislation	House Sponsor	Senate Sponsor	What It Does	Committees/ Bill Number
Public Employee Relations Act	Del. Jazz Lewis	Sen. Clarence Lam	Consolidates 3 ineffective labor boards into 1 labor board that is empowered to uphold Maryland public sector labor laws.	APP – HB 984 FIN – SB 367 EEE
Binding Arbitration for State Employees Act of 2023	Del. Marc Korman	Sen. Cory McCray	Provides for a neutral arbitrator to make a binding decision when the parties reach impasse during state and higher education contract negotiations.	APP – HB 380 B&T – SB 218 FIN
Service Contracts - Notification	Del. Bonnie Cullison	Sen. Sarah Elfreth	Ensures that the exclusive bargaining representative gets notice when an agency attempts to outsource state services.	APP – HB 368 B&T – SB 9
Education and Transportation – Grievance Procedures	Del. Jared Solomon	Sen. Ben Kramer	Allows MDOT and Higher Education employees to grieve for damages when their paychecks are incorrect.	APP – HB 184 FIN – SB 79
Telework Fairness for state and higher education employees	Del. Cathi Forbes	Sen. Shelly Hettleman	Requires at least a hybrid telework option be offered for work can be performed remotely and prohibits employers from entering employee’s homes to check up on them.	APP – HB 528 FIN – SB 421
MSDE Special Appointee Conversations	Del. Shaneka Henson	Sen. Dawn Gile	Converts eligible MSDE employees hired as “at-will” special employees to merit positions in SPMS.	APP – HB 579 FIN – SB 494
Walters Art Gallery – Collective Bargaining	Del. Robbyn Lewis	Sen. Jill Carter	Enables collective bargaining rights for the Employees at the Walters Art Museum.	APP – HB 116 FIN – SB 284
Supervisory/ Managerial Employees – Collective Bargaining	Del. Mark Chang	Sen. Ben Kramer	Enables collective bargaining rights for nonconfidential state and higher education supervisors and managers.	APP – HB 183 FIN – SB 298
State Facility changes and closures – procedures	Del. Jennifer White	Sen. Malcolm Augustine	Standardizes the process agencies use to change or close a facility and ensures a plan for the employees before they do.	HGO – HB 395 EEE – SB 223
Indoor Air Quality Standards for Public Buildings and Schools	Del. Ken Kerr	Sen. Pam Beidle	Requires indoor air quality standards for public employers.	E&T – HB 900 APP FIN – SB 355