

Frequently Asked Questions:

What happened during negotiations?

Over the past three months, AFSCME's elected bargaining team negotiated our 3-year contract with representatives for Governor Hogan. These negotiations covered bargaining units A, B, C, D, F, and H and, in the past, have set the precedent for pay to a majority of higher education and other bargaining units without representation.

On the table for negotiations were both economic and non-economic matters. The important distinction is that economic matters, per collective bargaining law, must be negotiated by December 31st. We have urged the State to continue negotiations on non-economic matters.

Because of ground rules agreed upon by both parties, AFSCME has been unable to publicly share information about negotiations beyond our internal bargaining unit website. Now, we can discuss these negotiations publicly with negotiators and other community allies.

What happens if there is no agreement?

Two years ago, AFSCME urged the Legislature to pass a critical labor law protecting our contract and keeping the agreement intact even if agreement is not reached by statutory deadlines.

After overriding the Governor's veto, this law, called the Evergreen law, protects all state employees to keep our full MOU in effect until an agreement is reached.

Negotiators from the State are well aware the contract is still in effect, but we will continue to monitor violations of the contract and fight for our rights in the workplace.

What did Governor Hogan offer?

In October, before the most recent economic update, Governor Hogan offered cuts to pay, benefits, and overtime protections, as well as furlough days for all state employees.

After the most recent economic update in December, the Governor offered a \$500 bonus contingent on revenue projections. They later also offered a one percent cost of living adjustment contingent on higher revenue projections. These raises are based on an uncertain recovery and won't be confirmed for months; this is a slap in the face to hard-working state employees risking their lives.

What did AFSCME offer?

AFSCME offered a comprehensive package of proposals covering health and safety protections, strengthening the telework policy, and worker's right to information about contact tracing. We also proposed protections for contractual workers and a variety of other changes. Of these 26 proposals, negotiators for the State rejected almost 20 without further consideration, including

telework policies. We proposed a balanced package of wage proposals, including step increases, cost of living adjustments, and annual salary reviews for additional classifications.

Why didn't we accept the Governor's offer?

The increases offered by management, \$500 bonus and one percent contingent COLA, do not balance out management's total unwillingness to discuss health and safety agreements and other important non-economic issues like telework.

In comparison, state police and firefighter unions were offered multi-year deals with merit and cost of living adjustment increases totaling almost 25%. This is a stark contrast to what was offered to our union and furthers the gap in compensation within civil service.

Throughout negotiations, representatives from management insisted that the difference in treatment is a result of our union's different political alignment from the Governor. This is absurd and unfair treatment with heavy overtones of discrimination against our membership.