

# AFSCME 3 NEWSLETTER

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## Urge Governor Hogan to Fight the Virus and Not His Employees: Return to the Table!

Since the beginning of June, AFSCME has fought back Hogan's attempts to cut resources to state employees who are actively fighting against the virus. We fought and won at the Board of Public Works meeting on July 1st. We stopped deep, serious cuts, including an immediate 5% pay cut. We got Hogan to the bargaining table. The AFSCME bargaining committee, a committee comprised of activist from all agencies all across the state, came to the table wanting to reach an agreement. We made serious offers that clearly recognized the difficult economic the state is in. Our offer included:

Reasonable, proportionate cuts

Using state savings (especially the Rainy Day Fund)

Revenue enhancements (use the log in information below to review a comparison of the last set of proposals)

Instead of engaging in real discussions, the Hogan administration stormed away from the table. We should be talking not fighting. Hogan needs to recognize that the virus is the enemy, not his employees. We will be going to the public so that they understand the vital role Council 3 members are playing. During a public health emergency state services are more important than ever. Send a letter today: <https://actionnetwork.org/letters/governor-hogan-come-back-to-the-bargaining-table>

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## Review Last Exchange of Proposals

Make sure to visit our bargaining update website to view the side by side comparison of our latest exchange of proposals with management. Our union believes an agreement is possible. Review the side by side comparison here: <https://afscmeatwork.org/afscme-maryland-bargaining-updates/news/comparing-whats-table>

Username: 2020Union Password: Council3

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## JULY 1ST UI DEDUCTION CHANGES

At the end of Fiscal Year 2020, several AFSCME 3 members reached out about a change in deductions on their most recent pay stubs. On or about July 1st, members noticed that the UI contribution no longer reflected a balance. We confirmed through Cindy Kollner that this change was approved at the July 1st Board of Public Works meeting because the state has a large enough fund balance to pay for claims in the next fiscal year without charging state agencies.

The state self-insures for UI payments and sets a rate sufficient to cover (primary and secondary) claims of state employees who lose their jobs. For the most part these are secondary claims, so people who lose their jobs after they have left the state. By eliminating this contribution, the state saved approximately \$9.3M dollars. We are continuing to closely monitor other changes through the Board of Public Works.

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## Status of COVID-19 Response Pay Unclear

As many of you know, the COVID-19 Response Pay was set to expire for the pay period ending Tuesday, September 8th. AFSCME has contacted management multiple times to seek an update on the status of this pay and, according to Cindy Kollner with the Department of Budget and Management, this differential is still being "considered." We will advise as soon as we get an update. Although this pay is inadequate, management continues to fail to recognize the sacrifices of Maryland's hard-working state and higher education public employees working during this time by poorly communicating details. This is just another example of the failure of the Hogan administration. Check our Facebook for the latest information:

<https://www.facebook.com/AFSCMEMD/>

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## AFSCME Telework Survey for State and Higher Education Public Employees

The COVID-19 pandemic has caused big changes in our society.

One of the biggest changes has been the A massive increase in number of people who are currently working remotely. All across the state of Maryland, state employees and higher ed, many people who have never worked remotely are now doing so. It is very important that we, as a union, protect the rights of people who are working from home and also to expand and protect the right to telework.

The ability to telework can be an important part of a positive work life balance if it is done fairly and if the person who is teleworking feel secure and supported. Please take a moment and fill out the survey here. We will be compiling the responses and using the info to plan campaigns going forward.

Please encourage your coworkers to fill out also.

Here: <https://www.surveymonkey.com/r/CGLMGMG>

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