

MAY 20TH, 2021

AFSCME 3 NEWSLETTER

AFSCME Reaches Agreement with DBM Over Retro Response Pay

AFSCME has reached a signed agreement with the Department of Budget and Management over retro pay for DBM's COVID-19 Response Pay. This differential was restarted on April 7th for both the \$3.13 response pay and \$5.13 quarantine pay for classifications as designated by the Department of Budget and Management- view the list on our website.

Retro pay will be paid in regular employees' paychecks on May 26th and contractual employees on June 2nd. This will be a lump sum payment labeled "Retro Response Pay 2021" on employees' pay stubs.

The retro payment amount will be calculated from the time response pay stopped in September 2020 until it restarted in April 2021. Employees working in quarantine facilities between September 2020-April 2021 will receive retro pay for hours worked when the quarantine designation was not in effect.

Retro payments will be calculated based on the average number of hours an employee received response pay bi-weekly between March and September 2020. Please review your hours carefully when your pay stub becomes available for viewing, and do not hesitate to reach out if you are concerned. Retro pay for employees who sometimes worked in person sometimes worked at home will be based on the average number of hours an employee was getting of response pay bi-weekly between March and September 2020.

As a reminder, this retro payment does not impact our Emergency Pay Grievance. Since the beginning of the pandemic, AFSCME members have made it clear that DBM's response pay was a violation of our contract language on emergency pay. In response, we filed the largest group grievance against the State of Maryland to enforce our contract and are in the final step of the grievance procedure at the Office of Administrative Hearings. We will continue to update as we get more information on the grievance.

If you believe your retro pay may have been incorrectly calculated, please gather any records you have of your own time or any directions given to you about your timesheet and coding for response pay before calling our Member Resource Center. Our Member Resource Center is open 9am-5pm on Monday-Friday and can be reached at info@afscmemd.org or 410.547.1515.

Download a Flier for Your Workplace on www.afscmemd.org!

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Remembering Those We Lost: A Note from AFSCME Local 1072

Our union mourns the death of Kasper McAlister from COVID-19. Kasper was a person who exuded joy, love, compassion, thoughtfulness, dedication, determination and wisdom. All of these characteristics were on full display when he was an active member of AFSCME Local 1072 at the University of Maryland in College Park. Kasper was able to take care of his very ill son, work at UMD and be active in his union. As a union member he was a leader in his workplace and served on the contract negotiating team. When he took another job at Morgan State University his union family was glad for him since MSU was closer to his home but we knew he would leave a space in our hearts and minds that could not be filled. The memory of Kasper will live on within so many people. He will be missed.



In this photo Kasper is pictured with Eric DuBois, another member of our union who passed away from COVID-19. They'd been coworkers at UMD. Kasper shared this picture after Eric died from COVID in December. At Morgan State, Kasper was demanding greater health and safety protections, resources for essential employees, as well as transparency about COVID infections. He and most of his co-workers at the campus heating plant contracted COVID and Kasper had been hospitalized for over a month.

The fight for health and safety for campus workers continues.



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Looking at the Fights Ahead: Preparing for 2022

AFSCME Council 3 members are already preparing for the fights ahead in next year's legislative session. 2022 will be an important year for our union and for Maryland. Next year, we will elect our next Governor, Comptroller, State Senators, and State Delegates. This is our time to elect new leaders and positively change the direction of Maryland's public services.

When we fight, we win. Our union is powered by our membership and our strength comes from our many members fighting together with one voice. Join the fight to elect new leaders and get involved in our election season activities!

Next year, during the 2022 legislative session, we will be preparing to take on some key fights to strengthen our union and grow our capacity. On our agenda for the next session we will continue to fight for:

- Binding arbitration during contract negotiations
- Respect in our paychecks
- Strengthening the rights of workers at Maryland's Office of the Public Defender

If you're interested in getting involved in our legislative fight or election work, don't hesitate to reach out to our Member Resource Center at 410.547.1515 or info@afscmemd.org.

Download a Flier to Share in Your Worksite on our Website: www.afscmemd.org



If it seems like “the union” isn’t active in your workplace, step up! Be that active union member or steward and communicate and organize with your coworkers. Find like minded folks and split up the labor needed to make change in your workplace. Many hands make light work, as the saying goes.

NATHAN SPARKS
AFSCME LOCAL 1072
SHOP STEWARD