

MAY 5TH, 2021

AFSCME 3 NEWSLETTER

Don't Miss Out on One of the Remaining Regional AFSCME Meetings

This week, members of AFSCME Council 3 are meeting together across the State of Maryland to learn about the latest updates on the fight to protect your paycheck and the end of the 2021 legislative session. On Saturday, members met in the Southern Regional AFSCME Meeting and last night members met in the Western Region. This Thursday, members will meet on the Eastern Shore and the Central Region will be meeting next Monday.

Make sure you RSVP and join us to get more information! All bargaining unit members in state and higher education are welcome to join. RSVP Now and get a zoom link in your email to join the meeting. bit.ly/C3MayRAM

All meetings will be held virtually due to the pandemic. We hope all members will join on camera so we can meet together and prepare for the fight ahead. We will also have new information to share about the fight for response pay and Hogan's announcement about incentivized vaccination offerings.

Maryland Gov. Hogan offers \$100 to state employees who get COVID vaccine | Baltimore Sun | May 4th, 2021

The Hogan administration said it is working with state employee unions to implement the program. Officials with the largest union representing state employees, American Federation of State, County and Municipal Employees Maryland Council 3, said the details still are being negotiated.

"AFSCME wants to ensure that all health and safety measures are taken. We have begun to bargain about this and other topics to ensure our members and the public are made safe," said Stuart Katzenberg, director of bargaining for the union. "Too many state employees and citizens who use state services have been unnecessarily infected by the insufficient efforts of the Hogan administration."

He added: "We look forward to continuing to bargain and getting a written agreement with the administration about vaccinations and health and safety."



I was tired of nothing changing. We didn't give up and by working together secured promotions we were owed.

**MICHAEL DAVIS
AFSCME LOCAL 3167
SHOP STEWARD**

Read more:

<https://www.baltimoresun.com/coronavirus/bs-md-vaccine-state-employees-20210503-4axlsdqnhzba7lylog3cplqml4-story.html>

MAY 5TH, 2021

AFSCME 3 NEWSLETTER

Mandatory Vaccination for University System of Maryland Employees

On Friday, April 23rd, USM Chancellor Jay Perman announced all students, faculty and staff will be required to be vaccinated before returning for the fall semester. This announcement coming without coordination with the union is symptomatic of staff being treated like an afterthought within the USM. That's why over the past three years our members have led the fight to strengthen our collective bargaining rights on campus.

This year, we passed a law to consolidate our negotiations so instead of negotiating at the campus level, we negotiate one written agreement with the USM. This bill will be an important step forward to ensure workers voices are respected. We need to negotiate an agreement centrally with the decision maker. We have already demanded to negotiate on all back to school issues: vaccinations, PPE and worker protections, telework, hazard pay, etc. Our union has submitted a demand to bargain over these issues as well as asking for additional documentation from every campus.

Now, the time is coming for our members to join and prepare for the fight ahead by coming together to identify our priorities. Without members becoming engaged, we will not have the voice we need at the table to win the changes and respect we deserve in the workplace. Make sure you're up to date on the latest information by being a member of the union.

If you have any questions or suggestions or specific concerns for your campus, don't hesitate to reach out to our Higher Education team at highered@afscmemd.org.



**MAY 3RD-MAY 7TH
NATIONAL
CORRECTIONAL OFFICER
APPRECIATION WEEK.**

**THANK YOU FOR
EVERYTHING YOU
DO!**

MAY 5TH, 2021

AFSCME 3 NEWSLETTER

May Day 2021 Message from President Patrick Moran

This year, we recognize Workers Memorial Day (April 28th) and International Workers' Day (May 1st) remembering those workers who were injured, became ill, or died because of hazards like COVID-19 at work. We honor the sacrifices of Maryland's public service workers throughout the past year and leading our recovery effort. I hope each of you takes a moment to pause and acknowledge what we have endured over the past year.

In Maryland, we have lost at least ten members' lives during the pandemic, with thousands potentially infected by COVID-19. At least 179 AFSCME members nationwide have died of COVID-19. As Mother Jones famously said, "Pray for the dead and organize like Hell for the living." The fight continues every day in workplaces across the State of Maryland to keep ourselves safe while continuing to serve the residents of Maryland. We continue the fight to honor those we lost.



Together, we have demanded safe workplaces and accountability from Governor Hogan and the University System of Maryland. AFSCME Council 3 led the fight to secure PPE in our workplaces and ensure each workplace had a clear health and safety plan. To add insult to injury, Governor Hogan's administration has repeatedly tried to cut frontline workers during the pandemic with pay cuts, furloughs, and other unfair cuts.

Our union stood strong against those cuts all summer and last fall. Because of your work, we secured a 2% Cost of Living Adjustment in January, and in April, we secured a \$1000 bonus for all state and higher education employees. These are important acknowledgments from the Governor but not enough to justify the sacrifices made by so many of you. We continue to fight to honor those we lost by fighting to ensure Maryland's public service workers have the resources they need and respect in their paycheck.

Thank you for everything you do- I know you don't hear it enough. In the coming year, we have more fights ahead to ensure our workplaces follow health and safety protocols and can provide the important services residents of Maryland will depend on to fully recover from the pandemic.