



Pictured: AFSCME Council 3 President Jack Hughes and Executive Director Sabeela Ally along with the USM Bargaining Team at the first negotiations session this month.

MESSAGE FROM AFSCME MARYLAND PRESIDENT JACK HUGHES

A Sea of AFSCME Green

Earlier this month, we had our first negotiations session with the University System of Maryland. When the management team walked into our union's Solidarity Hall, they were immediately greeted by a sea of AFSCME green. We set the tone for our negotiations, and we made it clear that we are ready to fight for the best union contract possible for our members.

As we kick off negotiations for some of our largest union contracts (covering a total of over 30,000 workers!), we have an opportunity to remind our employers about how essential our work is. This is our time to take advantage of what we have that our bosses don't — power in numbers.

My time as a state employee and as president of my AFSCME local has shown me how much we can accomplish when we are united. There may be budget challenges and other issues that we have to contend with, but if we stick together as a united force, there's so much we can overcome. You know what they say: The workers united will never be defeated.

- AFSCME Maryland Council 3 President Jack Hughes

Bargaining Season



Pictured (left): The AFSCME Maryland Council 3 State Bargaining Team. Pictured (right): The AFSCME Maryland Council 3 University System of Maryland Bargaining Team.

In September, we began contract negotiations for our union's two largest union contracts — one with the State of Maryland which covers over 25,000 workers and another with the University System of Maryland which covers over 6,000 workers.

If you are covered by either of these union contracts, stay up to date on upcoming bargaining sessions and learn more about how you can get involved by visiting our bargaining updates website at afscmemdbargaining.org.

For members in state bargaining units A, B, C, D, F, H, and S as well as members who work for the University System of Maryland, please refer to your email for the website password.

Election Day is Tuesday, November 3!

Election Day is coming up on Tuesday, November 3! As AFSCME members, many of us get to vote for who our bosses are. Election Day is an important opportunity to elect pro-worker candidates who will fight for working Marylanders across the state.

Visit our website afscmemd.org/vote to see a list of endorsed candidates, learn more about Ballot Question 1, and access important election information.



VIEW THE 2026
ELECTION GUIDE

AFSCME Members in Action

★ On September 1, Governor Wes Moore recognized 5 AFSCME Maryland members for their contributions to the Maryland labor movement. Congratulations to Local 1772 President and AFSCME Maryland Western Regional Vice President John Feeley, Local 1072 Vice President Jen Patterson, Local 112 President and AFSCME Maryland DHS Unit Vice President Debra Graves-Latson, Local 1081 Secretary-Treasurer and AFSCME Maryland Executive Vice President Anissa Pierce-Sessoms, and Local 631 President and AFSCME Maryland MDOT Unit Vice President Wynton Johnson.

🎓 Our latest cohort of union stewards completed their steward training earlier this month. Thank you for stepping up to protect our workplace rights.

🚌 AFSCME Maryland members joined the Metro Baltimore AFL-CIO and our union siblings from across the region for a day of celebration, solidarity, and worker power on the Labor Day Bus Tour, highlighting why "It's Better in a Union".

📺 Local 1072 President Amanda Dykema was interviewed by WUSA9 to discuss the University System of Maryland's illegal withholding of raises and the layoffs that happened over the summer. She emphasized that the university system cannot balance its budget on the backs of AFSCME members.

🎤 Local 1072 Treasurer Jeff Fiory gave public comment at the most recent University System of Maryland Board of Regents meeting. He urged the board to rescind the recent layoffs and respect a fair bargaining process as we begin contract negotiations.

Upcoming Events

Southern Region Steward Training
October 28 at St Mary's, MD

Member Spotlight: Rayneika Robinson



Rayneika Robinson serves as President of Local 3661 and a Chief Shop Steward for Council 3. After a successful primary earlier this year, she will be on the ballot in November, running for the Maryland House of Delegates to represent District 6.

Through a decade of working in public service as a parole and probation agent, she proudly stands with workers and believes labor voices belong at every decision-making table. She will continue to emphasize that leadership should reflect the people it serves.

Rayneika is a graduate of the Emerge Candidate Training Program where she strengthened her leadership skills and deepened her commitment to running equity-focused campaigns.

Council 3 is proud to endorse Rayneika Robinson for the District 6 Delegate seat and wishes her all the best in her campaign. We encourage all members living in Maryland House District 6 (Essex and Dundalk) to support their AFSCME sister this November and vote Rayneika Robinson for the Maryland House of Delegates, District 6.