



# AFSCME IN ACTION

Member Newsletter | December 2023



Pictured: AFSCME Maryland President Patrick Moran speaking at the Legislative Session Kick-off meeting on December 9

## MESSAGE FROM AFSCME MARYLAND PRESIDENT MORAN

### Happy Holidays!

We have had an incredible year, and AFSCME members across the state have won some amazing things in 2023.

This year, we became a unified AFSCME Maryland, now representing nearly 45,000 workers across the state. And through our hard work and collective power, we have accomplished big wins at every level. At the city level, we negotiated groundbreaking contracts in places like Baltimore City and Takoma Park. In our county contracts, we have seen some big wins that will bring consistent yearly raises for our union members.

At the state level, we won a record-breaking settlement for members who had their time and money stolen in their paychecks during the previous Hogan administration. We've won over \$13 million and counting in our wage theft investigation, and we're expecting to hear more soon about an additional settlement amount. We are also negotiating a historic unified contract with the University System of Maryland that will help set strong standards for campuses across the state, and we are nearing the December 31st finish line on a new contract for state workers.

Throughout the year, we have welcomed thousands of new members into our union, whether it was through signing up our coworkers, at new employee orientations, and by organizing new unions in workplaces that didn't have them, including the Walters Art Museum and the City of Salisbury (the first city to be organized east of the Bay Bridge!).

2023 has been an exciting and powerful year, and we couldn't have done this without our amazing AFSCME family. Here's to growing more and winning more in 2024!

- AFSCME Maryland Council 3 President Patrick Moran



Pictured: AFSCME members at our Legislative Session Kick-off meeting

## Getting Ready for the 2024 Legislative Session!

The 2024 Legislative Session is rapidly approaching! As public service workers, we are greatly impacted by legislation that is passed during the session. **The 2024 session will run from January 10 until April 8**, and there will be a variety of different ways you can participate and take action to help us get important legislation across the finish line.

**During the 2024 session, our union has three main priorities:** establishing a process for binding arbitration during contract negotiations with the State and in our public higher education institutions, expanding collective bargaining rights to state employees who are in the supervisor unit (Unit S) as well as library workers, and rebuilding our state government by raising wages and filling vacancies.

**Each Monday evening, we'll be holding AFSCME Action Nights in the form of either a phone bank or lobby night to support our priorities.** This will be a time for us to speak with our legislators about the bills and issues we care about and to call our fellow members to encourage them to take action or come to an upcoming lobby night.

- Mon. Jan. 22:** Lobby Night
- Mon. Feb. 5:** Lobby Night
- Mon. Feb. 12:** Lobby Night
- Mon. Feb. 19:** Lobby Night
- Mon. Mar. 11:** Lobby Night
- Mon. Mar. 18:** Lobby Night
- Thurs. Jan. 18:** Phonebank
- Mon. Jan. 29:** Phonebank
- Mon. Feb. 26:** Phonebank
- Mon. Mar. 4:** Phonebank
- Mon. Mar. 25:** Phonebank
- Mon. Apr. 1:** Phonebank


RSVP to our Action Nights by scanning the QR code on the back or by visiting [bit.ly/leg-interest-2024](https://bit.ly/leg-interest-2024)


## Upcoming Events


### Action Nights

Monday evenings (starting in January)  
RSVP: [bit.ly/leg-interest-2024](https://bit.ly/leg-interest-2024)

## AFSCME Members in Action

 In early December, the Town of Elkton's mayor and commissioners voted 5-0 to pass a charter amendment allowing its non-sworn employees to collectively bargain, paving the way for the town's workers to unionize!

 Wendy Smith, a Baltimore City nurse and an AFSCME Maryland executive board member, was down in Washington, DC earlier this month to support the introduction of the Public Health Nursing Act. This bill will help public health departments recruit and retain more licensed registered nurses.

 Dwonne Knight, an IT Coordinator at the University of Maryland College Park and a member of AFSCME Local 1072, talks about his journey in public service in his Public Service Spotlight video. You can watch the full video on our Facebook page.



*Pictured: Workers for the Town of Elkton with their AFSCME green!*

## RSVP: Action Nights



[bit.ly/leg-interest-2024](https://bit.ly/leg-interest-2024)

*Lobby Nights will take place in Annapolis. Phonebank Nights will take place at the AFSCME Maryland Bush Street office in Baltimore and certain regional offices unless otherwise noted. We will send out more updates closer to each phonebank or lobby night.*

## Member Spotlight: Adrienne Dozier

As an office manager and acting executive assistant at St. Mary's College of Maryland (SMCM), Adrienne Dozier wears many hats when it comes to supporting the fundraising and alumni relations work for the college. From reconciling budgets to preparing meeting documents, Adrienne says, "I enjoy working with a great group of people at the college. We are a real team, and they feel like an extended family to me." It also doesn't hurt that Adrienne will be able to save on tuition next year when her daughter begins classes.

Adrienne, now vice president of AFSCME Local 3980, first became more involved in her union when she witnessed her fellow union members working together to pass legislation in Annapolis so that St. Mary's employees could finally receive the full cost of living increases provided to other state employees. Since then, being a part of her union has allowed her to break down the silos on campus, meet new people, and help others. **"I find a great deal of satisfaction in helping those who may not know how to navigate the system. It's very gratifying, and it's these victories, no matter how big or small, that give me the motivation to keep going."**

When Adrienne first took a job at St. Mary's, she started off in a part-time contractual position before a full-time permanent position opened up. Now, nearly a decade later, her local has ratified a new contract for St. Mary's employees that includes many wins, including language that offers full-time employment for all contractual employees after 1.5 years of service and grants them the same workplace rights and benefits that permanent employees have. Along with this win, the contract also includes raises and language that finally allows health and safety topics to be negotiated at the bargaining table.

Reflecting on the process of bargaining this new contract, Adrienne says, **"It's been empowering to push back against the powers that be and to have them concede. It's been an incredibly educational experience."**



*Pictured: Adrienne Dozier*