



AFSCME IN ACTION

Member Newsletter | November 2023



Pictured: AFSCME Maryland President Patrick Moran with AFSCME International President Lee Saunders and AFSCME member leaders and staff

MESSAGE FROM AFSCME MARYLAND PRESIDENT MORAN

Giving Thanks

The holiday season has started, and we have a lot to be grateful for – all because of the work that AFSCME members do each and every day across the state of Maryland. I am particularly grateful that we are now working as a unified AFSCME, collectively working together in every city, county, school district, university, and state agency to serve our communities.

During this holiday season, I’m grateful to those who work in our State Highway Administration or for a county or city Department of Public Works who keep our roads plowed and safe when we visit friends and family. When I’m paying for gasoline to refill my tank, I’m grateful to the AFSCME members who are ensuring that our pumps are certified and accurate and that we are getting every drop we paid for. And when my relatives are flying into town this holiday season, I’m grateful to the members who ensure planes can land on time and safely at the airport.

Words can’t fully describe how incredibly grateful I am for all the amazing AFSCME members and staff I get to work with each day to ensure our communities can be safe, healthy, and thriving places. Thank you for being with me in this movement to build our great union.

- AFSCME Maryland Council 3 President Patrick Moran



Pictured: AFSCME members in Western Maryland, the Eastern Shore, and Baltimore going through our one-day steward trainings

Protecting Our Rights At Work

Throughout November, we held one-day steward trainings across the state: in Baltimore, on the Eastern Shore, and in Western Maryland. Shout out to all the AFSCME members that joined us for these trainings. Thank you for stepping up to protect the rights of your coworkers on the job and to ensure our contracts are followed!



'Tis the Season for Bargaining!

This month continues to be a busy month negotiating new contracts. We’re still in the midst of negotiating a new contract for state workers and our first master agreement for the entire University System of Maryland.






In the meantime, a big congratulations to the AFSCME Local 3399 members who work for the City of Takoma Park! They just ratified a new contract with record raises as well as enhanced shift differential pay, increased meal allowances, and more. Their new contract shows the power of our union when we work together!

Upcoming Events

Legislative Kick-Off

Saturday, December 9 | Solidarity Hall
1410 Bush Street, Baltimore, MD 21230

AFSCME Members in Action

-  AFSCME members joined folks from the AFL-CIO and other labor organizations in Northern Virginia to help Get Out The Vote ahead of Election Day on November 7th.
-  We joined hundreds of other local union members, residents, and advocates in Annapolis for a rally for the Essential Workers Housing Access Act (Bill 78-23) being considered by the Anne Arundel County Council.
-  Members from Local 1870 came to the AFSCME Maryland office for a half day training. They discussed their contract, talked about potential actions, and learned more about how to ensure their rights and the rights of their coworkers are protected on campus.
-  AFSCME Local 3661 had a Unionsgiving event on Friday, November 17 to celebrate everything they've accomplished this past year as a local! It was a great event with good food, amazing people, and a chance for the local to share how grateful they are to each and every member of the AFSCME family.
-  Before the Thanksgiving holiday, AFSCME Local 631 members joined State Senator Joanne Benson at her annual Thanksgiving Turkey Drive in Capitol Heights. We're so thankful for all our members, and we're grateful for everything they do to keep our communities running!



Pictured: AFSCME Local 1072 members at a staff appreciation event at UMD College Park

Member Spotlight: Zach Reed

A lifelong resident of Anne Arundel County and a member of AFSCME Local 582, Zach Reed is more than a maintenance mechanic for government buildings; for the past seven years he's been vital to ensuring safe, functional spaces for the public throughout the county.

His journey began in the private sector as a sheet metal worker, where he witnessed the power of collective action firsthand as a member of his union there. When his daughter was born, he made the decision to switch to the public sector. He was sure of one thing: it had to be a union job.

"Every day I try to make things better, whether it's at the negotiating table, helping with a grievance, or out on the shop floor," he says. During his probationary period, Zach became a shop steward, and since then, he has grown to wear many hats — treasurer, organizer, and advocate.

"If you're not at the table, you're on the menu," Zach asserts, emphasizing his union's pivotal role in safeguarding employees' rights. He strives to bring clarity for his fellow union members and coworkers, dispelling misconceptions about unions and emphasizing the collective power of a union in securing much needed rights and benefits.

Local 582 is preparing for contract negotiations soon, and with that comes decisions that must be made. Many of Zach's fellow members are on the younger side, and they're concerned with immediate challenges like the rising cost of living. It's an issue that also resonates deeply with him as a single father striving to secure stability for himself and his daughter.

Zach says that being a part of our union is not just about securing personal victories; it's about ensuring a brighter future for all. His passion goes far beyond personal gains, and can be seen through his dedication to improving the lives of all of his colleagues. He is always talking with those he works with, inviting others to join the cause: **"If you're not with us, you're working against us. We have to organize every day for the fight at the bargaining table; it's a day-to-day battle to win what we deserve."**



Pictured: Zach Reed