

A stronger union means more wins & pay increases for all of us. If you are not an AFSCME member, fill out a membership card at www.afscmemd.org/join.



PAY INCREASES FOR 2025 FOR STATE EMPLOYEES

Since FY 2022, our union has won on average more than 20% in pay increases for state workers. Below are the following raises that we have won that will go into effect in 2025 for AFSCME bargaining unit members in Units A, B, C, D, F and H.

January 2025

Longevity Increase: A step increase will go into effect for those who have been continuously employed with the State since June 30, 2019.

Step Increase: Per our contract, a step increase will go into effect for those hired between January 1 and June 30 who are eligible.

July 2025

Cost of Living Adjustment (COLA): Effective July 1, 2025, a 1% cost of living adjustment will be given to all eligible state workers.

Step Increase: Per our contract, a step increase will go into effect for those hired between July 1 and December 31 who are eligible.

January 2026

Step Increase: Per our contract, a step increase will go into effect for those hired between January 1 and June 30 who are eligible.

In addition to these raises, we also secured the following in our most recent wage negotiations with the State:

- No furloughs between January 1, 2025 and June 30, 2026
- The State will cover employee contributions for Maryland's FAMLI (Family and Medical Leave Insurance) program when contributions begin. All AFSCME-represented state employees will be able to access FAMLI benefits at the time of hire once the program goes into effect.
- An increase to the minimum wage on both the Standard Salary Scale and the Correctional Salary Schedule

If you'd like to get more involved and help us win additional raises, email us at info@afscmemd.org!