

NEW UNION CONTRACT: OVER 9% IN RAISES, EXPANDED LEAVE & MORE!

The AFSCME Maryland USM Bargaining Team worked hard to boost your paycheck with this historic agreement.

PAY INCREASES

	Non-Exempt	Exempt
July 1, 2024	• 3% cost of living adjustment • 2.5% merit pay increase • Longevity increase of 2.5% for 5 or more years of service • Minimum wage increase to \$38,000/year (\$18.22/hr) • 3% range progression to minimums of Pay Ranges 3-12	• 3% cost of living adjustment • 2.5% merit pay increase • Longevity increase of 2.5% for 5 or more years of service • Minimum of each pay grade (I-V) will be increased by 5%
January 1, 2025	• \$700 flat increase to base pay	• \$700 flat increase to base pay
July 1, 2025	• 2.5% merit pay increase • 1% cost of living adjustment • 1% longevity increase	• 2.5% merit pay increase • 1% cost of living adjustment • 1% longevity increase
January 1, 2026	• \$700 flat increase to base pay	• \$700 flat increase to base pay
July 1, 2026	• 2.5% merit pay increase* • If longevity increase is given to other state employees, USM employees will also get it too	• 2.5% merit pay increase* • If longevity increase is given to other state employees, USM employees will also get it too
January 1, 2027	• \$500 flat increase to base pay*	• \$500 flat increase to base pay*

***Provided there is approval and funding by the General Assembly and Governor*

BECOME A MEMBER TODAY: www.afscmemd.org/join

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Learn more about what the AFSCME Maryland USM Bargaining Team won in this historic agreement.

LEAVE

- Improves annual leave accrual for non-exempt staff
- Establishes sick and safe leave (15 days), personal leave (3 days), and one professional development day
- Establishes employee-to-employee leave donation, a leave reserve fund, and additional kinds of leave (accident leave, disaster service leave, etc.)

HEALTH & SAFETY

- Establishes protocols around heat safety and air quality
- Includes “right to know” language that university must notify of hazards
- Ensures safety equipment (including glasses and shoes) as well as trainings around communicable diseases, asbestos and mold, etc.

OTHER HIGHLIGHTS

- No increase in parking fees for those making less than \$55,000; parking fees cannot be increased by more than the CPI-U for the Baltimore area
- Additional rights for contractual employees, streamlined disciplinary and grievance procedures, workplace privacy protections, and more!

GET INVOLVED: UPCOMING CONTRACT NEGOTIATIONS

Union members have a say in our priorities at the bargaining table. If you want to have input on the following topics, **become a union member** today:

- | | |
|--|--------------------------------------|
| • Telework | • Designation of Essential Employees |
| • Scheduling/Hours of Work | • Shift Differentials |
| • Other compensation that doesn't directly impact wages/salary | • Uniforms and Equipment |
| | • Student Breaks and Holidays |

To read the full agreement, visit:
afscmemd.org/contracts

