

Benefits of being a union member

As a union member:

- ✓ Our voices are heard on issues that affect us!
- ✓ We organize around concerns in our workplace to protect the things we like, improve the things we don't, and to have a voice in workplace policies and procedures.
- ✓ We win wage increases and policy changes at the university and state level.

Only members can:

- ✓ Determine priorities/actions to put pressure on the university and State to change.
- ✓ Attend member-only events and nominate and vote for union leadership
- ✓ Access exclusive benefits and discounts through the AFSCME Advantage program.

Become a Member Today!

To join, you must fill out a membership form at

www.afscmemd.org/join

Become a member of the largest union for higher education workers in Maryland.



AFSCME Maryland Council 3

1410 Bush Street, Suite A
Baltimore, MD 21230

www.afscmemd.org

Representing workers at:

Baltimore City Community College
Bowie State University
Community College of Baltimore County
Coppin State University
Frostburg State University
Montgomery College
Morgan State University
Prince George's Community College
St. Mary's College of Maryland
University of Baltimore
University of Maryland Baltimore
University of Maryland Baltimore County
University of Maryland College Park
University of Maryland Global Campus
University of Maryland Eastern Shore

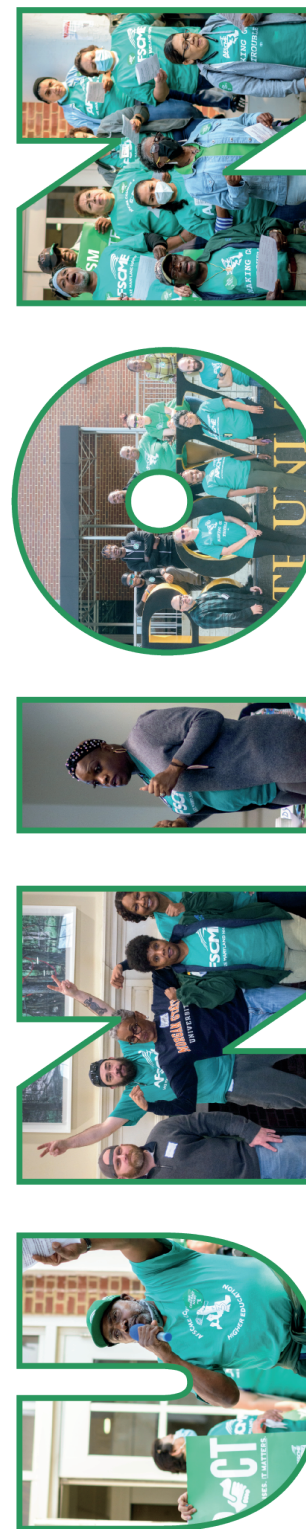
And more!

**For questions or if you are in need of assistance,
please reach out by calling our offices at
410-547-1515 or email highered@afscmemd.org.**

AFSCME Maryland Council 3 represents over 50,000 public service workers in local, city, county, and state government as well as in higher education and the private sector who provide the valuable public services our communities rely on.

From Western Maryland to the Eastern Shore, we make Maryland happen.

BECOME A PART OF OUR



FAMILY

FOR HIGHER EDUCATION EMPLOYEES

What we've won through our union

Wage increases
Healthcare benefits
Personal, annual, sick & holiday leave
Telework policies
Health and safety improvements
Safe working environments
Better workplace policies
Retirement benefits
Right to representation
Grievance and appeal process
Labor-management meetings
Tuition remission
And more!



Know your contract and your rights at work!

One of the most powerful benefits we have as union members is a seat at the table when it comes to workplace decisions/policies. Through the collective bargaining process, we negotiate legally binding contracts that put into writing our pay, wage increases, benefits, and more.

You can view your contract at:
www.afscmemd.org/contracts.

Why we choose to join together



Deborah Robinson
University of Maryland
Eastern Shore

I joined my union and got involved because I wanted to help all of us — not only current UMES employees but also future ones — know our rights in our workplace. As a member, I've really seen what a difference we can make in our workplaces when we work together in solidarity.

Since January 2022, we've won more than 18% in raises at College Park. It's because of our union that I'm able to join with my coworkers to advocate for better pay, telework policies, and so much more.



Todd Holden
University of Maryland
College Park

With my union, I know that management and the decision makers will take us seriously. They know that we are sticking together, and we won't back down. We're standing up for ourselves and for the work environments we all deserve.



Nena Kutniewski
Baltimore City
Community College

My union helped save my job when the university wanted to pursue layoffs as a result of budget cuts. Because of my union, I've seen the power of our collective voice and our success when we all work together.



Melanie Lombardi
Frostburg State
University

What is a union?

A union is a group of employees who come together to use their collective strength to have a voice in their workplace and negotiate a legally binding contract with their employer.

Unions typically conduct negotiations over wages, hours, and working conditions and help ensure that management acts fairly and treats workers with respect. When more people join our union, our power increases, enabling us to win higher raises and better working conditions.

How does collective bargaining work?

Collective bargaining is the process by which union members negotiate contracts with employers to determine terms of employment, including pay, benefits, and other workplace policies.

Union members identify and prioritize important issues and potential solutions to be negotiated in a contract. A bargaining team made up of union members negotiates with management at a bargaining table. Once an agreement is reached, members vote whether to ratify the contract.

What do my union dues go towards?

All unions are supported by dues paid by their members. Your dues pay for a wide range of resources, staff, services and supplies that all exist for one reason: to help members win better pay, benefits and working conditions.

This includes things like regular membership meetings, trainings to educate and empower members, membership materials, and more.

When those who are eligible to join our union become members, we have more resources to support the only organization that is advocating for the pay, benefits and workplaces that we all deserve.