

Benefits of being a union member

As a union member:

- ✓ Our voices are heard on issues that affect us!
- ✓ We have the ability to organize around concerns in our workplace, protect the things we like, and have a voice in workplace policies and procedures.
- ✓ We can win wage increases and policy changes at the local, county, and state level.

Only members can:

- ✓ Determine priorities/actions to put pressure on management 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!

Fill out a membership form at
www.afscmemd.org/join
and become a member of the largest union for
state workers in Maryland.



AFSCME Maryland Council 3

1410 Bush Street, Suite A
Baltimore, MD 21230

www.afscmemd.org

Representing state workers at:

Comptroller's Office
Department of Agriculture
Department of Education
Department of Health
Department of Human Services
Department of Juvenile Services
Department of Labor
Department of Public Safety & Correctional Services
Maryland Courts
Maryland Department of Transportation
Maryland Port Authority
Maryland Transportation Authority
Motor Vehicle Administration
Office of the Public Defender
University System of Maryland
And more!

*For additional questions or if you are in need of assistance,
please reach out to our Member Resource Center at
410-547-1515 or email mrc@afscmemd.org.*

AFSCME Maryland Council 3 represents over 50,000 public service workers at the local, city, county, state, and higher education levels who provide the valuable public services that our communities rely on.

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

BECOME A PART OF OUR **AFSCME** FAMILY



FOR STATE EMPLOYEES

What we've won through our union

Wage increases
Healthcare benefits
Sick leave
Annual leave
Personal leave
Holiday leave
Health and safety improvements
Safe working environments
Better workplace policies
Right to representation
Grievance and appeal process
Labor-management meetings
And more!



Know your contract and your rights at work!

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

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

Why we choose to join together



Tim Walker
Workforce Development
Specialist
Department of Labor

I joined my union because my coworker showed me that it was important to know my rights and what it means to have all of us collectively aiming towards one goal to improve our work conditions and wages.

I've learned that anything worth having is worth fighting for. Tackling the inadequate staffing, high turnover, low salaries, and impossible workloads were some of the core reasons why we wanted to unionize and become a part of our union.



Isabel Lipman
Assistant Public Defender
Office of the Public
Defender

When I took this job at the MVA and found out there was a union, there was no doubt in my mind that I had to join because I know that being part of my union means having opportunities to improve my workplace, win pay raises, and have a stable job.



Tammie Booze
Customer Service Agent
Motor Vehicle
Administration

I got involved with my union because I want to see change. I want people to be able to go to work and feel safe. I don't want people to be struggling and living paycheck to paycheck. I want to see respect for the jobs that we are doing because without us, Maryland wouldn't run.



Jenny Reese
Licensed Practical Nurse
Springfield Hospital Center

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. Unions help ensure that management acts fairly and treats workers with respect.

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 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 choose not to, they are taking away resources from the only organization that is advocating for the pay, benefits, resources, and workplaces we all deserve.