

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 city, county, and state levels.

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!

To join, you must fill out a membership form at:
www.afscmemd.org/join

Become a member of the largest union for public service workers in Maryland.



AFSCME Maryland Council 3

1410 Bush Street, Suite A
Baltimore, MD 21230

*View a list of our AFSCME Maryland locals
at www.afscmemd.org.*

*For questions or if you are in need of assistance,
please reach out by calling our offices at
410-547-1515 or email info@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 that our communities rely on.

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

BECOME A PART OF OUR



FAMILY

What we've won through our union

Wage increases
Healthcare benefits
Sick leave
Annual leave
Personal leave
Holiday leave
Telework policies
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 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



Tim Walker
Workforce Development
Specialist
Department of Labor

I joined AFSCME because my coworker showed me that it was important to know my rights, to know what it means to have brothers and sisters 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 AFSCME.



Isabel Lipman
Assistant Public Defender
Office of the Public
Defender



Dorothy Bryant
Phlebotomist
Baltimore City Health
Department

I got involved in our union because I felt that my coworkers and I needed a voice at work. I knew that being an AFSCME member meant that we would have the ability to negotiate our wages and benefits and to fight back if needed.

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



Melanie Lombardi
Channel Manager
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.