

# UNIT S - STATE SUPERVISORS

## VOTE YES FOR OUR UNION CONTRACT

### ON DECEMBER 4 FROM 12PM-8PM

#### NEGOTIATED HIGHLIGHTS

- **Establishing of no-furloughs language effective until June 30, 2026**
- **Good faith review of all Unit S classifications for telework eligibility**, including the ability to demand justification and raise objections to agency determinations
- **Ability to participate in Labor Management Committee Meetings (LMCs)** to solve workplace concerns including health and safety, caseload management, child care, EAP, and more.
- **Allows for compensatory time to be used for sick leave purposes** by SPMS employees upon ratification and by MDOT employees by January 1, 2026
- **Effective July 1, 2026, paid leave through FMLI with no employee contribution**
- **Establishes a grievance procedure**
- **Discipline that was previously remained 'active indefinitely' will now expire after set periods;** 12 months for counseling memos through written reprimands and 24 months for suspensions and involuntary demotions
- **Establishing of Peer Support Groups** to foster dialogue, share best practices, address challenges and support stress management
- **Strengthens New Supervisor Training** by maximizing opportunities to shadow experienced supervisors **and creates a statewide committee to recommend improvements**

#### UNION RIGHTS

- **Secured shop stewards, including the creation of two Chief Shop Stewards dedicated to supervisors**, who have the right to represent employees in grievances and disciplinary matters
- Ability to **bargain jointly with bargaining units, A, B, C, D, F, and H**
- Allows our union to have **access to New Employee Orientations**

#### VOTING WILL BE ON THURSDAY, DECEMBER 4 FROM 12PM-8PM



#### VOTING LOCATIONS

Annapolis: 7 School Street,  
Annapolis, MD 21401

Baltimore: Union Hall, 1410 Bush  
Street, Baltimore, MD, 21230

Cumberland: 401 Decatur St.  
2<sup>nd</sup> fl, Cumberland, MD 21502

Eastern Shore: 106 W. Circle Ave.  
#102 Salisbury, MD 21801

Hagerstown: 18131 Maugans Ave.  
Rm 2 Hagerstown, MD 21740

Prince George's: 1400 Mercantile Ln.  
St. 188 Largo, MD 20774

#### BECOME AN AFSCME MEMBER

Join AFSCME today to become part of the largest union for public service workers in Maryland! The most important way you can secure the pay, benefits, and respect you deserve is by becoming a union member today.

**JOIN ONLINE AT: [AFSCMEMD.ORG/JOIN](https://www.afscmemd.org/join)**

