



AFSCME Maryland President Patrick Moran at Local 1072 Staff Appreciation Event, alongside Local 1072 President Todd Holden (left) and Local 1072 Vice President Krista Bulley (right)

MESSAGE FROM AFSCME MARYLAND PRES. PATRICK MORAN

Together, We Move Forward

As we head into the holiday season, it's important for us pause and look at everything we've accomplished together. This month alone, our union won major victories across Howard County, Frederick County, and Baltimore City.

AFSCME members at the Housing Authority of Baltimore City, Howard County Employees, and Baltimore City Municipal Employees secured major contract victories. We also celebrated 200 Frederick County Library workers winning their union.

These wins didn't happen by chance, they came from the hard work, commitment, and solidarity of AFSCME members who continue to push our movement forward.

I want to extend my deepest gratitude for your dedication, your perseverance, and your belief in this movement. Our members power this union, light the path for the next generation, and remind us that when we move forward, we move forward together.

- AFSCME Maryland Council 3 President Patrick Moran



Pictures from Local 1072's Annual Staff Appreciation Lunch & Fair



BALTIMORE CITY WORKERS RATIFIED THEIR CONTRACT

UNION VICTORIES: Baltimore City Workers Ratified New Contracts!

This month, AFSCME Baltimore City workers in Locals 44, 558, and 2202 and Housing Authority members in Locals 647, 4007, and 2979 each voted nearly unanimously to ratify their own historic contracts.

Housing Authority workers secured pay increases, expanded workplace rights and stronger training opportunities.

Baltimore City employees won a major overhaul of the city pay scale that raises the minimum wage from \$16 to \$20 an hour, with members receiving nearly 19% in average wage increases over the life of the agreement.

Virtual Legislative Session Kick-off

Saturday, December 6



10:00 AM – Virtual Legislative Kick-Off:
Preview our 2026 legislative priorities, hear from legislators, and practice key skills.

11:00 AM – PEOPLE Committee Meeting:
Join us directly after the kick-off to get involved in the 2026 election cycle.

RSVP at [Bit.ly/Leg-kick-off](https://bit.ly/Leg-kick-off)

AFSCME Members in Action

-  Earlier this month, higher education members from across Maryland packed the University System of Maryland (USM) Board of Regents meeting.
-  This month, AFSCME members from across Maryland gathered for a two-day Southern Region Steward Training, and learned fundamentals of organizing, advocating, and representing their coworkers.
-  Local 1427 Executive Vice President Brittany Cozart emphasized the importance of New Employee Outreach.
-  Local 1072 hosted their Annual Lunch & Fair Staff Appreciation Event to celebrate and recognize the hard work and dedication of University of Maryland College Park and Global Campus staff.
-  Local 6359 President Megan Royden spoke at the BCPL Board of Trustees meeting to stand in solidarity with IAM Local 4538, which represents Baltimore County library workers.
-  This month, Local 1072 launched a letter campaign in support of a fair and equitable campus-wide telework policy.
-  Members from the Baltimore City Municipal bargaining team representing AFSCME Local 44, Local 558, and Local 2202 met with Mayor Brandon Scott to sign their historic new contract!

Member Spotlight: Charmanique Gingles

Local 558 Vice President Charmanique Gingles is a Nurse Educator for Baltimore City Community Health Nurses. In her role, she supports nurses ranging from LPNs, CMTs, and RNs, helping them stay current on their certifications, understanding new health protocols, and meeting state and city standards. She ensures that every patient receives safe and high-quality care.

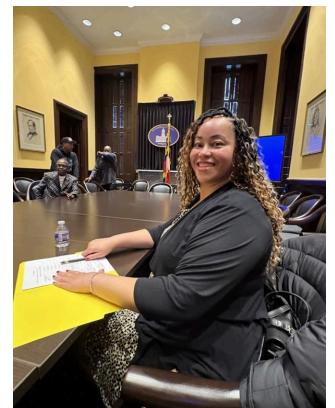
Charmanique has worked for Baltimore City for more than ten years and brings a deep family history of union pride into her leadership. **“I come from a union family,”** she says. **“My dad worked at Bethlehem Steel and served as a shop steward, and my grandfather was also a union member. My dad always encouraged me to be more involved- not just to be a member, but to use my voice. He’s a big reason why I decided to run for Vice President.”**

As Vice President, Charmanique also served on the Local 558 bargaining team, helping secure a historic contract for Baltimore City workers. The new agreement not only establishes a 25-step system that rewards years of service but also includes strong protections for indoor and outdoor workers that will make worksites safer for thousands of employees.

Her leadership extends well beyond the workplace. This year, Governor Moore appointed Charmanique to the Commission to Study Health Insurance Pooling, a select group tasked with evaluating how Maryland can expand access to affordable health care. **“Being selected was such an honor,”** she says. **“I’m grateful for the chance to bring my experience and to help make sure all Marylanders can get the care they deserve.”**

Recently, Charmanique and Local 558 President Wendy Smith traveled to California to support AFSCME UNAC/UHCP nurses and healthcare workers during one of the largest Kaiser strikes in the country. **“Standing in solidarity with so many dedicated nurses felt like being surrounded by family,”** she says. **“It wasn’t just us, union members from all kinds of professions showed up. That’s the power of a labor movement.”**

With her commitment to education, advocacy, and solidarity, Charmanique continues to embody what strong union leadership looks like, lifting up her coworkers, her community, and workers across the state.



Pictured: AFSCME Local 558 Vice President Charmanique Gingles