

# Help Make Maryland Work for Everyone



## Join Your Union Today

Our union is fighting to stop the staffing crisis and ensure Maryland's public services are fully staffed and adequately resourced. Maryland Deserves Better.

Our solutions are:

- Competitive Wages
- Improved Hiring Practices
- Safer Workplaces
- Increased Legislative Oversight
- Better Personnel Policies

AFSCME members are meeting with the Governor to negotiate about wages for the next fiscal year **every week** in December until the end of 2019.

It's critical that our union stands together to prepare for the fight ahead.



## Why Being a Member Matters

Our strength comes from our numbers. By uniting together, we can win a better Maryland. To win, we need an active and informed membership. Every year, we negotiate with the Governor over wages for the next fiscal year. These raises must be put in the budget by the Governor and approved by the Legislature during the General Session. Our fight to stop the staffing crisis continues year round during negotiations in the fall, the Legislative Session from January to April and through off session organizing and advocacy with elected officials and community allies. Join us!

Since January of 2019, we have won over 8% in pay increases. Without the hard work of AFSCME Maryland members at the bargaining table and in Annapolis, these raises wouldn't have happened.

- 2% COLA January 2019
- 1% COLA January 2020
- .5% and \$500 bonus April 2019
- 2% COLA July 2020\*
- 3% COLA July 2019
- \* Revenue Contingent



## Did You Know?

**The Right to Representation:** You have the right to have union representation in any investigatory meeting that may lead to discipline, or any disciplinary hearing, discussion, conference, or meeting. First you **must** ask if the meeting could lead to discipline. If the answer is anything but a clear, firm **no**, you are entitled to representation. Contact your shop steward or our main office to be connected with the nearest shop steward (410-547-1515)

**Access to AFSCME's Free and Low Cost College Online Programs:** As an AFSCME member, you and any member of your family or dependent household member are eligible to enroll a free online Associate's Degree or enroll in a Low Cost online Bachelor's Degree Program. Get more information on this program and many others at [afscme.org/advantage](http://afscme.org/advantage).



## When We Fight, We Win

We are the largest and fastest growing union fighting to stop the staffing crisis and make sure Maryland's public services are funded and resourced with enough staff to help Marylanders in need.



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