



*Pictured: Council 3 delegation at the 46th AFSCME International Convention*

**MESSAGE FROM AFSCME MARYLAND PRES. PATRICK MORAN**  
**Fearlessly Fighting**

This year, the theme of AFSCME’s 46th International Convention was “Front Line and Fearless.” As we approach Labor Day, I can’t think of a more fitting theme.

We are front line because we are essential — the work we do is what keeps our communities running. And at the same time, we are fearless because we are never afraid to fight for what is right.

Whether it’s relentlessly pressuring employers to negotiate with us or protesting budget and job cuts or holding decision makers accountable when it comes to safe working conditions, we are the union that fights back.

This Labor Day weekend, I want to thank you all for being a part of our union family and for the work that you do each and every day for your communities. Let’s continue to look out for one another. Let’s continue to advocate for what we, our coworkers, and our communities need. And let’s continue to be fearless in our fight for the pay and working conditions we deserve.

- AFSCME Maryland Council 3 President Patrick Moran



**Our USM contract is SIGNED, SEALED, DELIVERED!**

At a signing ceremony on August 2, AFSCME Maryland Council 3 and the University System of Maryland (USM) made official the first system-wide union contract for nearly 6,000 workers represented by AFSCME Maryland Council 3.

Shout out to all the amazing members who work for the USM for making this moment possible! Whether it was attending bargaining sessions, coming out to a rally, talking to your coworkers about our union, or voting yes for this agreement, we won together.

**Supervisors September Sprint Kickoff**

As you know, change is in the air here in Maryland, especially for Unit S Supervisors. We are continuing to build momentum for our first-ever chance to collectively bargain a union contract.

If you are a state supervisor in Unit S, join us at our Supervisors September Sprint Kick-off!

**When:** Saturday, September 7 from 10 AM to 2 PM


**Where:** AFSCME Maryland Office  
1410 Bush Street, Baltimore, MD 21230


We’ll discuss how we’re reaching a strong majority for our union and how to get other supervisors involved. We’ll also talk about what our priorities are for a union contract.


Lunch will be provided. We hope you’ll join us: Scan the QR code to RSVP or visit: [bit.ly/supsept](https://bit.ly/supsept)




## AFSCME Members in Action

 Local 44 member **Crystal Boswell** testified at a Baltimore City Council hearing on August 22 related to the tragic heat-related death of DPW worker & our union brother Ronald Silver II. We called on city leadership to work with our union to address the unsafe, hazardous, and preventable conditions that led to his tragic death.

 Congratulations to AFSCME Maryland Executive Board member **Jody Curry** on her retirement. Thank you for being an amazing leader and for inspiring so many of us over the years to get active and to stand up for our rights!

 **Members from Charles County Public Schools** had a great time at the Back-to-School Baseball Bash, reminding us that AFSCME members support education across the state and make Maryland schools happen.

 Check out AFSCME Local 1427 leader **Brittany Cozart** in a member spotlight by the national union: [bit.ly/1427cozart](https://bit.ly/1427cozart)

 **Howard County Library System workers** are buttoning up on Wednesdays to show solidarity with their bargaining team as they negotiate their first union contract.



*Pictured: Howard Co. Library Workers on a Button Up Wednesday*

## Upcoming Events

**Supervisors Sept. Sprint Kickoff**  
Saturday, Sept. 7, 10 AM to 2 PM  
AFSCME Maryland Office  
RSVP at: [bit.ly/supsept](https://bit.ly/supsept)

**AFSCME Council 3 Convention**  
Friday, Oct. 25 - Saturday, Oct. 26  
College Park, MD

**Learn more at:**  
[www.afscmemd.org/afscme-3/calendar-events](https://www.afscmemd.org/afscme-3/calendar-events)



*Want to see more photos from the 46th AFSCME International Convention? See our Council 3 members working hard and having fun on our Facebook page: [facebook.com/AFSCMEMD](https://facebook.com/AFSCMEMD)*

## Member Spotlight: John Clark

Sixteen years ago, John Clark was babysitting his granddaughter at home when he saw an advertisement on TV that Baltimore County Public Schools was hiring bus drivers. He applied, and since then, he's been based out of the school district's bus lot in Windsor Mill, ensuring students arrive safely to and from school. "The plan was to be there for 5 years," says John. "But I've realized it's done more good for me to stay than leave. **This work is meaningful, and that's major. I love that I get to work in the community that I live in.**"

Now, as the Vice President of AFSCME Local 434, John cares deeply about ensuring the voices of him and his coworkers are respected and heard. **"When I started in this job, we were making \$11.85 an hour. But because of my union, we've nearly tripled our salaries since then,"** says John.

In addition to steady raises, his local has won extra hourly pay for bus drivers as well as attendance bonuses to help retention. Their latest win was getting everyone in the local on the same pay scale. For years, food service workers in the cafeterias were subject to a different pay scale, but thanks to Local 434's continued organizing, that's changed now.

Earlier this month, John also had the chance to attend AFSCME's 46th International Convention as a first-time delegate. "When I first walked into the building, I was like, 'Wow, this is huge,' and I realized I'd be meeting AFSCME members from across the country," says John. **"I was also able to attend a shop stewards workshop where we got to review what we should do when we're representing someone. I learned a lot, especially how to ensure management follows protocols and doesn't step on our rights."**



*Pictured: John Clark*