

# Our New Contract Will Increase Our Pay, Stop Furloughs, and Give Us Important New Rights at Work.

A team of more than 40 state employees from each bargaining unit was elected to negotiate our new contract. Even in tough budget times we won increased pay, stopped future furloughs and won new rights. **Now we have to vote** to ratify our contract **to end furloughs and increase our pay**. New contract highlights:

## **Pay Increases for All State Employees:**

- **No more furloughs or pay cuts** during this contract. Salaries return to pre-furlough levels in 2011.
- **\$750 bonus** effective July 1, 2011
- **2% raise** effective January 1, 2013\*
- **3% raise** effective January 1, 2014, **plus one salary-grade step increase** effective April 1, 2014\*

**Higher Pay for Working at Higher Class:** When we vote for our contract, employees working at a level two or more grades above their current pay grade will receive a 12% salary increase for performing those duties.

**Pay for Service Reduction Days (Closure Days):** Beginning in Fiscal Year (FY) 2012 and through FY 2014 the state will close non 24/7 facilities on five (5) predetermined days. Employees will receive paid administrative leave for those days. Additionally, 24/7 facility employees will receive five (5) days of paid administrative leave that can be used any time prior to the employee's separation of state employment.

**Holding the Line on Our Health Costs:** We worked to maintain our healthcare premiums and they will not increase in FY 2012. We will continue to negotiate health costs beginning in FY 2013. While our drug co-pays will increase in 2011, they will not increase again for the life of our contract (through 2014).

**No Discrimination Due to Pregnancy:** New language in our contract will make sure management does not discriminate against female employees due to pregnancy.

**Fair Flex Time Protections:** When we vote "Yes" for our new contract, supervisors will have to negotiate approval or cancellation of flex time schedules with us.

**Measures to Allow Greater Union Participation and Stronger Union Representation:** A union representative will be able to serve as the employee(s) spokesperson during a meeting to discuss mitigating circumstances or any other disciplinary matter. Also, all state employees will have greater opportunities to invest in and enjoy enhanced resources to make our union even stronger. All state employees will receive the benefits of the new contract and representation by the union and all state employees will share the cost of union representation to ensure the state abides by the contract and respects workers' rights.

**Faster Approval for Release Time:** State employees who are union leaders will receive approval to use release time for union business in a more expedited manner.

**Decreased Violence in the Workplace:** When we vote "Yes" for our contract we will create a statewide committee to develop a comprehensive policy to protect state workers at each agency.

**Access to 24/7 Facilities:** Union stewards and staff will be able to access 24/7 facilities with "little or no notice" for the purpose of representing members and other union business.

**Decreased Management Intimidation:** Threats of termination and/or coercing an employee into resigning can now be subject to the grievance procedure.

**Information Before Meeting:** Employees will be informed in advance about the matter to be discussed at a meeting requested by management and informed of his/her rights to have union representation.

**Job Study:** An employee or his/her union representative may submit a request for a job study to the Department of Budget and Management.

*\* If revenue projections are met.*

**Our bargaining team recommends voting YES to accept our new contract.**

## **Our Rights**

All Maryland State employees represented under the contract have the right to vote on the proposed contract. All balloting will be conducted via U.S. Mail and administered by a neutral party, the American Arbitration Association (AAA).

The agreement is available for inspection at the offices and website of the exclusive representative: 190 West Ostend Street, # 101, Baltimore, MD 21230; 511 East Franklin Street, Hagerstown, MD 21740 and 106 West Circle Avenue, Salisbury, MD 21801 or [www.afscmemd.org](http://www.afscmemd.org).

Questions regarding contract proposals must be directed to [contractinfo@afscmemd.org](mailto:contractinfo@afscmemd.org) or by fax to 410.837.5436.

Ballots must be received by AAA, via mail no later than Monday, January, 31, 2011.

All votes will be tabulated by AAA on behalf of the exclusive bargaining representative at 190 West Ostend Street, Baltimore, MD at 10:00am on Wednesday, February 2, 2011.