

# USM Contract Ratification Information Session

Wednesday, June 12, 2024

**Put your name and school in the chat!**

**Please hold your  
questions until the  
end!**

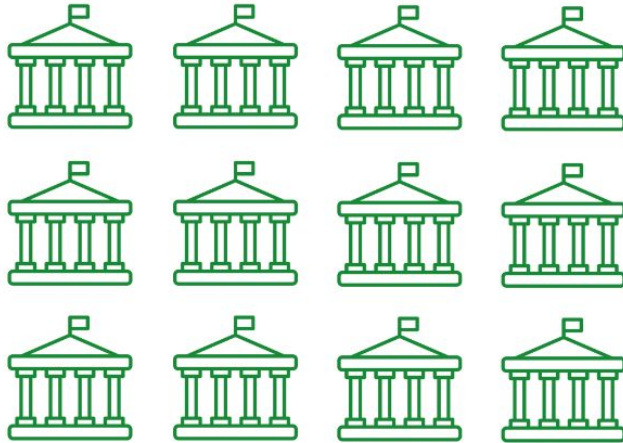
# JOIN OUR UNION!

[www.afscmemd.org/join](http://www.afscmemd.org/join)

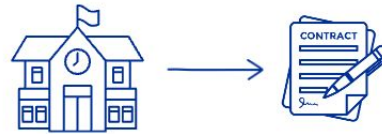
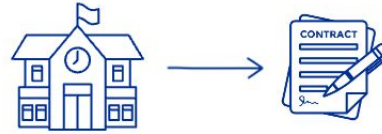
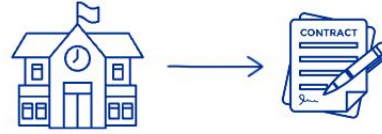
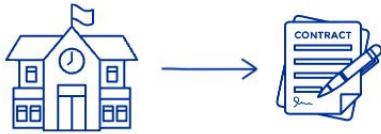
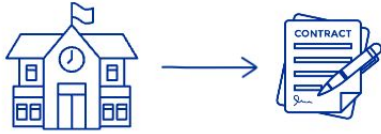
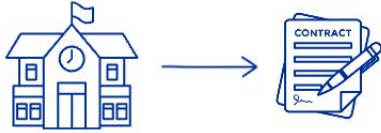
*Every person who joins makes us stronger  
and ensures we can secure the pay  
increases and changes we deserve.*



# What is a unified/master agreement?



# What is a unified/master agreement?



# How did we get here?

📶 Listen Live 🎧

## Md. House votes to enact USM collective bargaining bill, Senate procurement bills

Elizabeth Shwe | Hannah Gaskill  
December 7, 2021, 5:10 AM



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# How did we get here?



# USM Bargaining Team



*"Management thinks this is all just a game, but it's not a game to us."*

**Stephanie Lee**  
AFSCME Higher Education Bargaining Team



*"Being a part of this process to bargain our first consolidated agreement for the university system has been a great opportunity to hear from other members of the team about what issues their campuses have and how we can work together and learn from each other to set the bar higher across the system."*

**Angie Webb**  
AFSCME Higher Education Bargaining Team



*"For us, we do this work to benefit all of our coworkers. We want things in place that will ensure that all university system employees can receive benefits instead of just some."*

**Dawn Jackson**  
Animal Operations Manager at the University of Maryland College Park  
AFSCME Higher Ed Bargaining Team



*"It's time to stop the bullies from bullying."*

**Sheila Curtis**  
AFSCME Higher Education Bargaining Team



*"Participating in negotiations for the first unified contract across the University System of Maryland has provided me with a broader perspective on the treatment of staff across the system. Now we're looking at leveling the playing field so everyone can be treated fairly and with respect for the valuable work they do."*

**Debbie Michaels**  
AFSCME Higher Education Bargaining Team



*"Coming together with folks from different universities and building relationships has been incredible. What started as different locals with different priorities has turned into a strong unified front standing up for all our members."*

**Jontae Thomas**  
AFSCME Higher Education Bargaining Team





# AFSCME USM Bargaining Team

Jontae Thomas, BSU  
Jaqueline Collins-Smith, BSU  
Kevin Carr, CSU  
James Brown, CSU  
Melanie Lombardi, FSU  
Cody Parson, FSU  
Linda Steele, FSU  
Alvin Beeman, FSU  
Claudette Booth, UB  
Stephanie Lee, UB  
Angela Webb, UMB  
Sheila Johnson, UMB  
Charles Burrell, UMB  
Debbie Michaels, UMBC  
Clint Stevens, UMBC

Eric Gregory, UMCP  
Warren Pointer, UMCP  
Jeff Fiory, UMCP  
Zuly Hernandez, UMCP  
Dionne Williams, UMCP  
Saul Walker, UMCP  
Warren Roberts, UMCP  
Todd Holden, UMCP  
Patrick Trujillo, UMCP  
Dawn Jackson, UMCP  
Jeanne Pekny, UMCP  
Krista Bulley, UMGC

Deborah Robinson, UMES  
Quiana Tilghman, UMES  
Sheila Curtis, UMES  
Relford Matthews, UMES

Special thanks to Sally  
Davies, UMGC retiree and  
former Council 3 President!

# Securing Our First Contract

## Pass legislation

In 2021, AFSCME helps pass SB9/HB486, unifying the collective bargaining process across the University System of Maryland.

## Choose priorities

In Fall 2022, a survey is sent to all AFSCME bargaining unit members asking about their top priorities and issues at work and what solutions they want to see negotiated into a contract.

## Form bargaining team

AFSCME higher education bargaining team formed in fall 2022 and virtual kick-off is held.

With the strength of our union behind them, the bargaining team fights for the improvements members want.

## Negotiate

From 2022 until now, the AFSCME bargaining team has been meeting regularly with USM leadership to negotiate the first unified contract for the USM.

## Vote on contract!

**Once a tentative agreement has been reached, bargaining unit staff must vote "Yes" or "No" on whether to ratify the contract.**

If the majority of those voting vote "Yes" on the contract, it is ratified and immediately put into effect.

# 2022 Bargaining Survey Results

- Wages are the top issue, followed by promotions/job ladder, telework, and health and safety.
- Respondents noted many health and safety concerns, ranging from COVID to mold.
- When it comes to leave, increasing leave and creating a leave bank were the most important.
- Over 75% of respondents agreed that the former merit system was unfair. Respondents were pretty split between favoring flat increases, percentage increases or unsure.

# What about telework?

Telework will be bargained at an institution-level. It is required by law for each institution to negotiate a telework policy.

*Over 65% of respondents said telework is very important to them.*

# **Tentative Agreement Highlights**

**Please hold your questions until the end!**

## **Your Union Rights (Per Your Union Contract)**

*Each employee shall have **the right to join, discuss, access, communicate with, seek aid from, and assist their exclusive representative without fear of penalty or reprisal** and shall also have the right to refrain from such actions.*

*No employees shall be discriminated against based upon their union activities or affiliation, or lack thereof.*

# JOIN OUR UNION!

[www.afscmemd.org/join](http://www.afscmemd.org/join)

*Every person who joins makes us stronger  
and ensures we can secure the pay  
increases and changes we deserve.*



**Can we count on you to  
vote YES?**



# Voting Times and Locations

*Voting will be conducted via secret ballot at multiple locations.*

You can vote **ONCE** at any location or time most convenient for you!

## **Bowie State University**

Thursday, July 18, 2024 from 11 AM to 4:30 PM  
Student Center

## **Coppin State University**

Monday, July 8 from 11 AM to 3:30 PM  
College of Business Building, Room 300

## **Frostburg State University**

Monday, July 15 from 9 AM to 5 PM  
Lane Center, Room 111

## **University of Baltimore**

Thursday, July 11 from 6 AM to 8:30 AM  
Thursday, July 11 from 1 PM to 3:30 PM  
Learning Commons Building

## **University of Maryland Baltimore**

Friday, July 12, 2024 from 11 to 4:30 PM  
MSTF Atrium

## **University of Maryland Baltimore County**

Monday, July 15 from 10 AM to 1 PM  
Commons, Room 318

Monday, July 15 from 8:30 AM to 12:30 PM  
Warehouse

## **University of Maryland College Park**

Thursday, July 11 - Time and Location TBD  
Wednesday, July 17 - Time and Location TBD

## **Universities at Shady Grove**

Thursday, July 18 - Time and Location TBD

## **University of Maryland Eastern Shore**

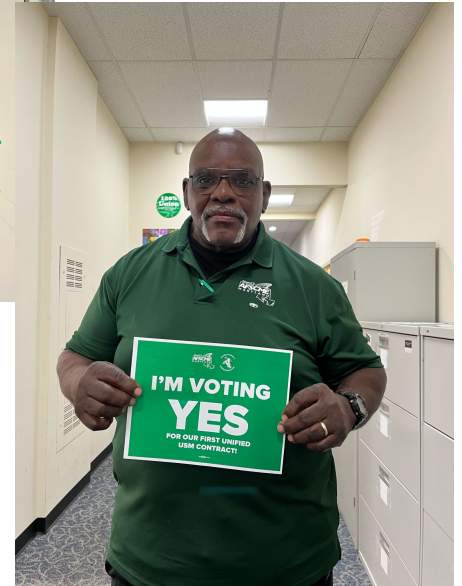
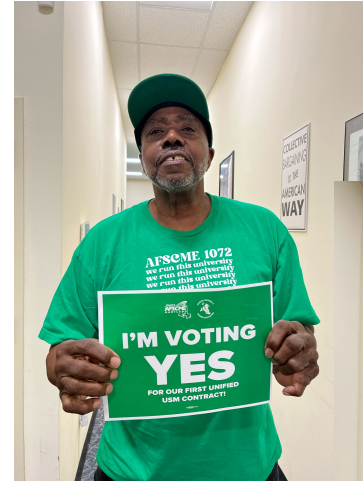
Tuesday, July 9 - Time and Location TBD



View full schedule:  
[bit.ly/usm-schedule](https://bit.ly/usm-schedule)

# Take a photo with our VOTE YES sign!

Email your photo to [highered@afscmemd.org](mailto:highered@afscmemd.org).



# Upcoming Info Sessions

## Virtual Sessions

- ~~Wednesday, June 12 at 6 PM via Zoom~~
- Thursday, June 20 at 12 PM via Zoom

*These virtual sessions will be recorded.*

[bit.ly/usm-info-sessions](https://bit.ly/usm-info-sessions)



# Upcoming Info Sessions

## **Bowie State University**

Tuesday, July 2, 2024 from 12 to 2:30 PM  
Student Center

## **Coppin State University**

Tuesday, June 18, 2024 from 2 to 3 PM  
College of Business Building, Room 300

## **Frostburg State University**

Wednesday, June 5 from 11 AM to 3 PM  
Lane Center, Room 111

## **University of Baltimore**

Monday, June 17, 2024 from 12 to 3 PM  
Learning Commons Building

## **University of Maryland Baltimore**

Friday, June 21, 2024 from 12 to 4:30 PM  
MSTF Atrium

## **University of Maryland Baltimore County**

Thursday, June 13, 2024 from 12 to 1:30 PM  
Commons, Room 318

## **University of Maryland College Park, University of Maryland Global Campus, Universities at Shady Grove**

Tuesday, June 25 - Time and Location TBD  
Thursday, June 27 - Time and Location TBD

## July Member Meeting

Wednesday, July 3 from 12 to 1 via Zoom

## **University of Maryland Eastern Shore**

Friday, June 14 from 7:30 to 9 AM  
Physical Plant

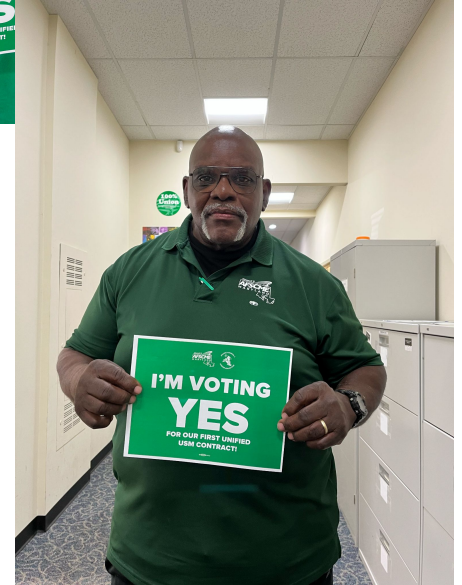
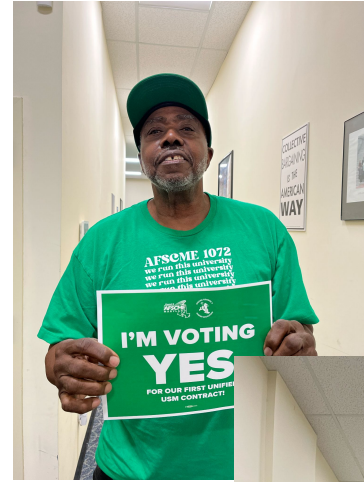
## **Friday, June 14 from 12 to 2 PM**

Student Services Center (Queen Gallery)

**View full schedule: [bit.ly/usm-schedule](https://bit.ly/usm-schedule)**

# Next Steps

1. Join our union!
2. Make a plan to vote.
3. Encourage coworkers to attend an info session and vote.
4. Take a selfie with our “Vote Yes” sign.



# **Vote Count: Friday, July 19!**

AFSCME Maryland Solidarity Hall  
1410 Bush Street, Baltimore, MD 21230

# JOIN OUR UNION!

[www.afscmemd.org/join](http://www.afscmemd.org/join)

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# Questions?

Email [highered@afscmemd.org](mailto:highered@afscmemd.org).