



MESSAGE FROM AFSCME MARYLAND PRES. PATRICK MORAN

A Year of Strength and Resilience

As we come to the end of this year, I'm in awe of everything we have achieved. 2024 marks our first full year as a unified AFSCME Maryland, and together, we have accomplished so much.

This year, we've welcomed hundreds of new members to our union and trained over a hundred new stewards to protect our rights in the workplace. We fought back against wage theft and won back a record-breaking \$23 million for AFSCME members. We bargained strong contracts — including the first unified University System of Maryland contract, won record raises, and converted hundreds of contractual positions to good-paying union jobs. In Annapolis, we won legislation for over 7,000 library workers and state supervisors, the largest expansion of collective bargaining rights in decades, and won 20-year retirements for more Maryland Department of Health employees. We won new unions for library workers in Howard County and Anne Arundel County and fought back against layoffs and budget cuts. And we won first contracts for the workers at the Baltimore Museum of Art and the City of Salisbury.

These are just a few of the highlights of what we've won this year. As we enter 2025, we know that there are fights that lay ahead. We will continue to fight for the safe working conditions we all deserve and will be championing the Davis Martinez Public Employee Safety and Health Act in Maryland's 2025 Legislative Session in memory of all of the AFSCME members we lost this year, including Parole and Probation Agent Davis Martinez. We will fight back against any attempt to furlough, lay off, or privatize our work. And we will never stop fighting for the raises, rights, and respect we deserve. Together we fight, and together we win.

I wish you and your loved ones a happy holiday and a happy new year. From the bottom of my heart, thank you for everything you do to keep our communities running and our union strong. See you in 2025!

- AFSCME Maryland Council 3 President Patrick Moran

Join your union siblings for

2025 LOBBY NIGHTS

in Annapolis!

Register at:
bit.ly/lobby4afscme



2025 Lobby Nights in Annapolis

The arrival of 2025 means Maryland's legislative session is starting! Join us every Monday in Annapolis, beginning Monday, January 13, for our weekly lobby nights. Meet your legislators, share your stories, and help us push pro-worker, pro-union legislation forward.

On Monday, January 13, we will hold our Kick-off Rally and Vigil for Parole and Probation Agent and AFSCME Local 3661 member Davis Martinez, who was murdered on the job in May 2024. Please join us as we call for the passage of the Davis Martinez Public Employee Safety and Health Act (HB 176 / SB 26) to protect workers on the job.

For additional information about the Davis Martinez Act and our other legislative priorities for 2025, please visit:

afscmemd.org/2025-legislative-session.

Review the complete schedule of our Lobby Nights and download flyers to share with your colleagues!

We hope you'll join us in our fight for bills that will create safer and more just workplaces in Maryland! Please RSVP for lobby nights at: bit.ly/lobby4afscme.

AFSCME Members in Action

🎓 Congratulations to all the **graduates of our December Stewards Training** who are ready to ensure that their colleagues' rights are respected and protected in their workplaces!

📢 Thank you to everyone who rallied at State Center in Baltimore on December 3 and in Cumberland on December 19 to demand safe staffing, safe facilities, and a fair wage proposal from the State. If you weren't able to attend, you can watch remarks from **Local 1427 Executive Vice President Brittany Cozart, Local 423 President Marci Tarrant Johnson, and Local 557 Steward Miriam Doyle** on our Facebook or Instagram pages.

🏠 **Members from across the state** gathered virtually on December 16 to prepare for our 2025 legislative session. You can visit our website (afscmemd.org/2025-legislative-session) for additional information on our legislative priorities in the upcoming year!

❄️ On Friday, December 13, **AFSCME Maryland members** attended Governor Moore's holiday party to demand fair pay for state workers!

☀️ **Local 582**, representing Anne Arundel County Department of Public Works employees, swore in their new officers in late December.

🔨 **AFSCME Local 3661 members** joined the loved ones of Agent Davis Martinez at the House and Senate Joint Hearing on Parole and Probation last Thursday to continue our demands for accountability and transparency from DPSCS leaders.



Pictured: Some of our December steward training graduates

Upcoming Events

Kick-off Rally & Vigil in Honor of Agent Davis Martinez

Monday, January 13
7 PM to 7:45 PM, arrive at 6:45 PM
Lawyer's Mall in Annapolis, MD

AFSCME Maryland Lobby Nights

Mondays during legislative session
5:30PM to 8:00 PM
Annapolis, MD

RSVP at bit.ly/lobby4afscme

Learn more at: afscmemd.org/afscme-3/calendar-events



State Bargaining Update

On Tuesday, December 31, we reached an agreement with the State and concluded annual wage negotiations.

Given the multi-billion-dollar deficit Maryland faces this year, the bargaining sessions were tough. After many rounds of proposals and counter-proposals, a majority of the AFSCME Maryland Bargaining Team (made up of AFSCME members who work for agencies across the state) voted to move forward with this final wage agreement.

Scan the QR code or visit bit.ly/stateworkerwins to read a summary of our agreement.



While we did not win everything we wanted, we won some critical pieces, including language protecting us against furloughs. Thank you to every member who helped make this agreement happen, whether it was serving on our bargaining team, sending a letter to our state leaders, or attending a press conference!

Join us for AFSCME Maryland Lobby Nights!

Join us for AFSCME Maryland Lobby Nights on Mondays in Annapolis! Meet at 5:30 PM, followed by legislative visits from 6PM to 8PM.

Monday, January 13:

Legislative Kick-off & Vigil for Davis Martinez (Meet at 6:45 PM on Lawyer's Mall, starts at 7 PM)

Monday, January 27:

MDH/DHS Night

Monday, February 3:

DPSCS Night

Monday, February 10:

P-12 School Support Staff Night

Monday, February 17:

Higher Ed, Community Colleges & Local Presidents Night

Monday, March 3:

Local Government (Counties, Cities, Libraries, & Museums) Night

Monday, March 10:

Union Night Rally

Monday, March 17:

Crossover Lobby Night

Monday, March 24:

Final Lobby Night



RSVP at bit.ly/lobby4afscme or scan the QR code