VOTE YES FOR MORE THAN 5% IN RAISES, LONGEVITY STEP, AND MORE!

The AFSCME Maryland Bargaining Team recommends you vote YES in support of this tentative agreement.

**WAGE INCREASES**

July 1, 2024
- 3% cost of living adjustment (COLA)
- 1 step increase (avg. increase of more than 2%, paid based on hire date)

January 1, 2025
- Longevity step increase for those who have been continuously employed with the State since June 30, 2019

**Additional Increases**
- Shift differential pay rate increases to $1
- Additional expansion of bonuses for certain Unit H employees
- Bilingual pay increases to $75 per pay period

**ADDITIONAL HIGHLIGHTS**

In addition to these wage increases, we have won language to improve leave policies, health and safety protections, rights for contractual employees, investigation procedures, workplace privacy, and more!

To read a full overview of what we’ve won in this tentative agreement, visit: bit.ly/state-ta