



Administrator's Report

It's a new year, and it's the same struggle for fairness, dignity, and respect; we face the new year with a determination to make it our best on record.

What can we do to have the best year possible? We need stronger contracts, and more members who are active. The old saying goes that we spend a third of our lives at work. If we are united and organized in our union, we have so much power to make that third of our lives better.

We hit the ground running. We are at the bargaining table fighting for Salisbury University employees, Harford County employees, and our newest bargaining unit, the MTA Sergeants, Council 7122, to negotiate their first contract.

But as you know, a contract is only as strong as its membership. That's why we hope to grow our membership substantially. With more union members we are better able to enforce our contracts and defend our rights, especially when we take the time to train members to represent their union at work and solve workplace issues.

Our organizing efforts with Supervisors is expanding and the voice of Supervisors is getting stronger every day. Make your voice heard and let your elected representative know that you want collective bargaining for Supervisors. If you don't know who your house delegate or state senator is, look on your voter registration card and send them an e-mail or give their office a call. Make your voice heard.

Here at MCEA headquarters, we are building a strong internal structure capable of carrying out this important work. In this spirit, I'd like to introduce you to the President of MCEA's Advisory Board: Marilyn Miller.

Marilyn has served MCEA in nearly every position for decades. In many ways, MCEA could not be where it is today without her. She can be contacted at mmiller@mcea.org.

Bargaining Updates

Council 7122 - MTA Sergeants



MCEA Council 7122 Bargaining Team

On July 1, 2022, the law granting MTA sergeants the right to collective bargaining went into effect. This is historic for them. Until now, only MTA officers (corporal and below) have had the right to negotiate over their terms and conditions of employment. MTA sergeants have not only been left out of collective bargaining, but transportation system laws have also specifically prohibited them from filing grievances.

During the summer and fall seasons of 2022, MTA sergeants worked hard to develop their draft proposal of a Collective Bargaining Agreement (CBA), many times on Saturdays and other times off. So, on Friday, December 30, 2022, MCEA Council 7122, MTA Sergeants, held their first negotiating meeting with MTA management.

We agreed to review the ground rules at this meeting and set our meeting schedule accordingly—the key question being: How often do we need to meet? Drawing from MCEA's long experience in negotiating contracts, our negotiating team pushed for meeting more than once a week. This is based on our experience negotiating first contracts. However, management stated they wish for these negotiations to be finished as soon as possible. At the time of writing, even after a second meeting, management is still considering our ground rules. We expected to hear from them and their thoughts on a meeting schedule. **MCEA members: Stay tuned. MTA sergeants may need your solidarity to push through these negotiations.**

Bargaining Updates (continued)

Victories @ UMCES

At the University of Maryland Center for Environmental Sciences, we have finished negotiations and ratified the new contract, which will expire in three years. Through these negotiations, we have accomplished:

- Increased the amount of administrative leave to 96 hours for Union officers to conduct Union business
- Negotiated language prohibiting the University to establish split shifts
- Fought back the notion of changing the calculation of overtime not to include time not actually worked at the worksite
- Increased the on call pay to \$3.50 for each hour while on call
- Added Juneteenth as a paid holiday
- Personal leave can now be used in 15 minute increments
- Provided greater flexibility when requesting annual leave
- Provided language for the use of Sick and Safe Leave
- Strengthened the evaluation process
- Improved the process of reporting unsafe working conditions
- Increased the amount of reimbursement for safety shoes
- Strengthened prerequisites that management must take prior to imposing disciplinary actions to employees

Superstar of the Month: Joy Clark



From left to right: MCEA Council 610 Officers Joy Clark, James Bullock, Jennifer Ensor

I became a Shop Steward in November 2021 and quickly became the chapter secretary. At first, I was only doing it because, "someone had to." But I quickly realized that I am passionate about fairness and accountability in the workplace, and I enjoy educating my coworkers and other county employees about the benefits of being a union member.

Our board consists of four members and we are on the same page about everything—we're dedicated to taking big steps to make big changes in our workplaces! Having like-minded people working together for change and growth is a huge blessing.



For information on **Salisbury University and Harford County Government negotiations, the Credit Counseling benefit**, and more, check out our posts on **mcea.org**.

Twitter: @MCEA_AFT | **Facebook:** facebook.com/MarylandClassifiedEmployeesAssociation

Maryland Classified Employees Association | 7127 Rutherford Road, Baltimore, MD 21244
410-298-8800 | 1-888-611-6232 | mcea.md.aft.org | info@mcea.org



MCEA and UMCES bargaining teams

Did You Know?

MCEA's new constitution and bylaws establishes some important standing committees that are crucial to the running of MCEA. We invite you to volunteer for any of these committees where your skills, talents, and experiences can shine.

Standing committees established by bylaws:

- Finance
- Representative Assembly
- Elections
- Legislative and Political Action
- Organizing

Special committees established by the Executive Board:

- Building Management Committee
- Insurance Trust Committee
- Scholarship Committee

If you would like to contribute to any number of these committees, please contact President Marilyn Miller at mmiller@mcea.org to express your interest. For more details on the committees, visit mcea.org.

Supervisors United for Collective Bargaining

On Tuesday, January 31, 2023, MCEA members testified before the House Appropriation Committee in support of a bill that will win collective bargaining for supervisors, as well as sent in written testimony.

We will have another chance to show our support for collective bargaining for supervisors before the **Senate Finance Committee on February 16, 2023 at 1pm.**

Contact info@mcea.org to sign up!

Check out our updated online membership form at mcea.md.aft.org/join-union or scan this QR code with your smart phone:

