



MARYLAND PROFESSIONAL

EMPLOYEES COUNCIL

AFT, AFL-CIO Local 6197

WWW.MPEC.MD.AFT.ORG

Our Voice! Our Issues! Our Vote!

STEP INCREASES

The state recruits its employees using step increases as a recruitment tool, yet we haven't received a step increase since 2016. Cost of living adjustments (COLAs) offset the rising cost to live in Maryland, COLAs are not raises. As the professional work force for the state, we deserve pay increases based on merit and cost of living adjustments as promised upon hiring.

RECLASSIFICATION

Many state employees are carrying double the workload and duties of higher classifications without proper pay and it has become a shameful norm. The state has systemically increased our duties without proper pay, the majority of our classifications require salary reviews.

REDUCED RETIREE BENEFITS (Prescription Drug Plan)

We graciously enter state employment knowing that private industry pays more but our long-term outlook of a sustainable state retirement gives us peace of mind. Retirement benefits are a pillar to our employment agreement. It is unreasonable to make changes that will negatively impact our benefits after the years of employment.

INDOOR AIR QUALITY/ SICK BUILDINGS

There should be standards and policies for building maintenance to establish accountability and preventive care for healthy air and environmental conditions. When buildings are below standards, employees should be relocated or telework until safe conditions are met.

INSTITUTIONAL BULLYING

Moving managers that have engaged in acts of bullying from one agency or department to another, where they repeat the same behavior must end. We need ZERO tolerance policies for intimidation and retaliation against employees for exercising collective bargaining rights.