

# LOCAL 44 - BCPSS EMPLOYEES: VOTE YES FOR 6.5% IN WAGE INCREASES, SAFER WORKING CONDITIONS & MORE

The AFSCME Local 44 Bargaining Team recommends you vote YES in support of this agreement!

## WAGES & PAY INCREASES

- Retroactive to July 1, 2024, employees will receive an **hourly rate increase of \$0.25**
- Retroactive to July 1, 2024, employees will receive a **base pay increase of 3.5%**
- Effective July 1, 2025, employees will receive an **hourly rate increase of \$0.25**
- Effective July 1, 2025, employees will receive a **base pay increase of 3%**
- Mandates BCPSS to facilitate a **compensation study by April 1, 2026**

## KEY WORKPLACE PROTECTIONS AND PROCESSES

- Requires BCPSS to **supply necessary tools and personal protective equipment** to employees
- **Provides training and establishes a clear process** for reporting work-related injuries for bus drivers
- **Enforces Maryland's Heat Stress Standard**, requiring BCPSS to provide appropriate heat-prevention measures in schools or facilities
- Requires BCPSS to comply with the **Occupational Safety and Health Act (OSHA)**
- **Requires BCPSS to follow the Family and Medical Leave Act**, including implementing Maryland's Paid Family & Medical Leave program

## UNION RIGHTS

- **Formalizes two additional bargaining units: Health and Dispatchers**
- Provides **two (2) professional development days** for members
- Allows our union to have **1 hour for our New Employee Outreach presentation**

## RATIFICATION VOTING WILL TAKE PLACE ON WEDNESDAY, JULY 23RD



- **Braddish Bus Lot: 10 AM - 1:30 PM**
  - **Excel Academy at Francis M. Wood High: 11 AM - 2 PM**
  - **Patterson High School Cafeteria: 11 AM - 2 PM**
  - **Repair Shop, 1230 East 20th Street: 1 PM - 3 PM**
  - **AFSCME Union Hall, 1410 Bush Street: 3 PM - 5 PM**
- Vote count to follow at our union hall - all members are invited!*

## BECOME AN AFSCME MEMBER

Join AFSCME today to become part of the largest union for public service workers in Maryland! The most important way you can secure the pay, benefits, and respect you deserve is by becoming a union member today.

**JOIN ONLINE AT: [AFSCMEMD.ORG/JOIN](https://www.afscmemd.org/join)**

