

# STRENGTHENING OUR UNION



## READYING OURSELVES FOR THE FIGHTS AHEAD

### What is the purpose of union dues?

Our union is an **independent and democratic organization** led by members, and our mission is to advocate for fairness in the workplace, excellence in public services, and prosperity and opportunity for all working families. Our union dues go directly towards funding our union's operations, **ensuring we have the resources to negotiate strong contracts, advocate for raises, protect our rights, and more.** When those who are eligible to join our union become members and contribute their dues, we have more resources to support the only organization that is advocating for the pay and working conditions that we all deserve.

### AFSCME Maryland Dues Structure

Year	Annual Salary Range	Dues Amount (Biweekly)
2026	Greater than \$44,571 (approx)	\$30.00
2026	Less than \$44,571 (approx)	1.75% of base pay

### What do our union dues go towards?

#### Supporting our union's priorities:

- ✓ Strengthen our local unions and steward networks
- ✓ Raise standards and negotiate strong contracts
- ✓ Build our legislative and political power
- ✓ Grow our union by organizing the unorganized

#### REMINDER:

Per HB 2, which was signed into law in 2023, union members can deduct their union dues from Maryland state taxes!



### ACCESS YOUR DIGITAL MEMBER CARD

Download the AFSCME eCards app to access your union card and member number whenever you need it. Use your member number when accessing exclusive benefits and discounts with AFSCME Advantage.



# HOW YOUR DUES DOLLARS ARE ALLOCATED

*Based on amounts from the 2024-2025 fiscal year*

Every local receives a dues rebate to decide on how they want to spend the money, whether it's on events, t-shirts, trainings, legal resources, and more.



## **Representation, protecting our workplace rights, and bargaining strong contracts (43.6%)**

Ensures our union contracts and workplace rights are respected as well as research and legal expertise needed to negotiate raises and strong contracts. This category also includes filing grievances, a strong team of field representatives to provide representation to members, and overall efforts to strengthen our locals, including signing up new members and organizing workplace actions.

## **Union infrastructure and supplies (16.9%)**

Ongoing functions across our union that support priorities and campaigns to ensure our union has lasting strength and infrastructure. This includes the maintenance of our eight union offices, supplies, and other operational costs.

## **Communications and visibility (6.6%)**

Communicating updates, wins, and important information to members to show our power as a union in our workplaces. This category also includes your favorite AFSCME shirts, totes, water bottles, and more!

## **Education and training (6%)**

Educational and training opportunities, such as our Stewards In Action training, Financial Standards training, and more. This category also includes training new activists, supporting local union leaders, conducting strategic planning, and educating members on our contracts and workplace rights.

## **Legal and insurance (5.9%)**

Legal support for our union contracts, representation cases, and other union priorities as well as insurance benefits for union members; also includes necessary legal and insurance costs to ensure organizational compliance.

## **Organizing new workplaces (6.8%)**

Organizing new unions in workplaces that don't have them to raise industry standards and grow our labor movement. Rising tides lift all boats!

## **Building our legislative and political power (6.3%)**

Advocacy to advance pro-worker laws and fight back against harmful policies and decisions, support for pro-union candidates, at the state and local levels, and legislative/political staff. This does not include voluntary contributions to AFSCME's Political Action Committee (PAC), PEOPLE.

## **Governance & union conventions (2.1%)**

Support for local union meetings, executive board meetings, local presidents' meetings, and constitutionally-required conventions.

## **Contingency (5.9%)**

Funding for emergencies and other needs as they arise at the national, state, or local levels.