

The History of MCEA

In March 1935, a group of State workers, motivated by a fear that the Governor would dismantle the merit system law and transform classified jobs into political plums, founded the Maryland Classified Employees Association. Today, MCEA is Maryland's oldest and largest independent labor union. Over the decades, MCEA has made significant gains in the pay, benefits, rights, and privileges of State workers, and is responsible for many of the benefits employees enjoy today.

The 1930's

- Restoration of salary cuts through the Standard Salary Act
- Accumulated sick leave law
- Allowance of 15 vacation days for certain employees.

The 1940's

- Passage of a pension bill
- 30 days sick leave per year

The 1950's

- State Employees Credit Union
- The Standard Salary Plan
- Overtime compensation
- Adequate vacation and sick leave privileges
- Overtime compensation over 44 hours weekly
- Strengthened the retirement system
- Institution of the merit system

The 1960's

- 8 percent pay increase for all State employees
- Created voluntary health insurance program for members, which forced improvements in the State's medical plan

The 1970's

- Drop in the employees' share of the cost of health insurance from 100 percent to 10 percent of the premium costs
- Establishment of a grievance procedure
- Up to 35 days of annual leave
- Proposed Martin Luther King Jr. holiday
- Appealed changes in pension system to the U. S. Supreme Court
- Achieved shift differential for correctional employees and hospital workers

The 1980's

- 7 percent across-the-board pay increase for all State employees
- "Whistle-blower" act

- Passed to protect employee confidentiality

- Passage of bills to bring back laid-off employees by seniority, restrict contracting out of State services, and give adequate notice and job retraining for employees displaced by the closing of an institution

- Halted the contracting-out correctional services and privatization of juvenile institutions
- Created first dental plan

The 1990's

- Fought the Schaefer Administration's institution of a 40-hour work week and illegal job abolishments all the way to the U. S. Supreme Court
- Headed off a 585 percent hike in health insurance costs
- Mounted a lawsuit to fight the privatization of child support enforcement services
- Fought for accumulation of unused sick leave to be credited toward service in pension calculation
- Offered a FREE benefits package and suspension fund
- Established the first health insurance plan for contractual employees
- Defeated legislative provisions to require State employees to pay a service fee for collective bargaining
- Preserved employees' right to choose the grievance representative of their choice

The 2000's

- Fought inequities in law enforcement pension
- Won collective bargaining rights for higher education workers
- Won reinforcement of "30-day rule" in Court of Appeals
- Defeated the international unions' second attempt at service fees
- Successfully negotiated MOUs for university police and other employees