

**PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY**

Meeting Date: 4/29/97

Reference No.: CB-38-1997

Proposer: County Executive

Draft No.: 1

Sponsors: Wilson, Bailey, Estepp, Del Giudice

Item Title: AFSCME Local 3279 Collective Bargaining Agreement
July 1, 1995 through June 30, 1997

Drafter: Kenneth E. Nickels
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: 3/25/97

Executive Action: 6/18/97 S

Committee Referral:(1) 3/25/97 PSFM

Effective Date: 8/4/97

Committee Action:(1) 4/10/97 FAV

Date Introduced: 4/29/97

Pub. Hearing Date: (1) 6/3/97 1:30 P.M.

Council Action: (1) 6/3/97 ENACTED

Council Votes: DB:A, SD:A, JE:A, IG:-, AMc:A, WM:A, RVR:A, AS:A, MW:A

Pass/Fail: P

Remarks: (See also CR-24-1997)

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 4/10/97

Committee Vote: Favorable, 4-0, (In favor: Council Members, Wilson, Estepp, Maloney, Scott).

This bill is the collective bargaining agreement between the County and Council 67, American Federation of State, County and Municipal Employees, (AFSCME), AFL-CIO and its affiliated Local 3279. This two year agreement covers approximately 63 employees in Clerical Units I and II of the Department of Environmental Resources and the Office of Business and Regulatory Affairs.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Local 3279 are included in the new agreement as well as a number of modifications.

Highlights of the Agreement for FY96 and FY 97:

1. No merit or cost of living adjustment (COLA) increases. (pp 6)
2. Any employee revocation of dues or services must be made during the month of June. (pp 4)
3. When a holiday is observed on a day that is designated a special operation for snow and ice removal, employees who work on the holiday will be paid at the rate of two and one-half (2½) times their regular rate of pay. (pp 7)
4. The replacement provision specifies that reduction -in-force will be administered in accordance with the Personnel Law. Also, the president of the local union is granted superseniority for the duration of the term of office; that is, the union president will be the last bargaining unit employee to be laid off if a reduction-in-force affects bargaining unit employees. (pp 13)
5. Effective with the 1997 leave year, the maximum amount of annual leave permitted to be carried over from one leave year to the next is three hundred sixty (360) hours. At the end of the leave year, employees will be permitted to carry over their annual leave balance (old annual leave) to the 1997 leave year even if it exceeds the previous maximum permitted. The total application of CB-62-1995 is included in this agreement.
6. Personal leave may be used in one-hour increments. (pp 18)
7. Beginning in 1998, General Election Day will no longer be a designated holiday for employees covered by this agreement. Instead, employees will receive four (4) hours of personal leave each year.
8. Employees will be paid at the rate of time 2 times the regular rate of pay, instead of receiving double time and one half (2½) for hours worked on holidays. (pp 22)

The fiscal impact on the County will be positive in the amount of approximately \$55,400. This amount is related to cost savings from the elimination of FY97 merit increases and related fringe benefits, and a decrease in holiday premium pay.

BACKGROUND INFORMATION/FISCAL IMPACT

(Includes reason for proposal, as well as any unique statutory requirements)

Prince George's County and Council 67, AFSCME and its affiliated Local 3279 have completed labor negotiations on a two year labor agreement covering Fiscal Years 1996 and 1997. This Council Bill is to adopt and approve the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law.

A fiscal impact statement will be provided by the Office of Management and Budget.

CODE INDEX TOPICS: