

SETTLEMENT SUMMARY
PRINCE GEORGE'S COUNTY, MARYLAND
AND
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES (AFSCME) LOCAL 241
FISCAL YEARS 2017 – 2018

The following is a complete summary of modifications to the wages and benefits agreed to by the American Federation of State, County and Municipal Employees (AFSCME) Local 241 (the "Union") and Prince George's County, Maryland (the "County") that are included in the parties' new collective bargaining agreement covering Union employees during Fiscal Years 2017 and 2018. For easy reference, the Article within the new CBA where each modification appears is identified.

HOLIDAY ADMINISTRATION

This section was modified to add an additional paid holiday for crossing guards when schools are closed. The first full day of Professional Development in the academic year was added as a paid holiday. Language was added to clarify procedures when schools are open on Rosh Hashanah. The County will recognize Yom Kippur as an alternative holiday if the schools are open on Rosh Hashanah, but closed on Yom Kippur. (ARTICLE 9. HOLIDAY ADMINISTRATION. SECTION 9.04. HOLIDAYS RECOGNIZED AND OBSERVED)

WAGES

All Local 241 members will receive a cost of living adjustment totaling four percent (4%) plus a three and half percent (3.5%) merit step for the duration of this agreement. The following language was added to this section:

- A. Cost of Living Adjustments (COLA)
Employees covered by this agreement will receive the following COLA's during the term of this agreement:
 - 1. Three percent (3%) COLA effective the first full pay period after January 1, 2017.
 - 2. A one percent (1%) COLA effective the first full pay period after January 1, 2018.

- B. Merit Increases
Effective the first full pay period of July 1, 2017 (FY 2018), bargaining unit employees covered by this agreement will receive a three and one half percent (3.5%) merit increase on their anniversary dates. No other merit pay will be made for the duration of this agreement.

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The County further agrees to adjust the maximum pay level of pay plan X13 by three and one half percent (3.5%) to allow bargaining unit employees currently at top of scale to receive a merit adjustment. (ARTICLE 26. WAGES. SECTION 26.01. WAGE ADJUSTMENTS)

HEALTH AND WELFARE (BENEFLEX PROGRAM)

Health Insurance, Prescription and Vision premiums will remain the same for Calendar Year 2017. Premiums will shift by three percent (3%) in Calendar Year 2018 in favor of the County.

GROUP HEALTH INSURANCE

Effective January 2018, the County shall contribute seventy percent (70%) and bargaining unit employees shall contribute the remaining thirty percent (30%) of the premium. (ARTICLE 27. HEALTH AND WELFARE (BENEFLEX PROGRAM). SECTION 27.01 GROUP HEALTH INSURANCE)

PREPAID GROUP HEALTH PLANS

Effective January 2018, the County shall contribute seventy-five percent (75%) and bargaining unit employees shall contribute the remaining twenty five percent (25%) of the premium. (ARTICLE 27. HEALTH AND WELFARE (BENEFLEX PROGRAM). SECTION 27.02 PREPAID GROUP HEALTH PLANS)

PRESCRIPTION AND OPTICAL PLANS

Effective January 2018, the County shall contribute eighty-five percent (85%) and bargaining unit employees shall contribute the remaining fifteen percent (15%) of the premium. (ARTICLE 27. HEALTH AND WELFARE (BENEFLEX PROGRAM). SECTION 27.04 PRESCRIPTION AND OPTICAL PLANS)

FLEXIBLE SPENDING ACCOUNT

Language was changed to allow the County employees to contribute the maximum allowed by IRS regulations each year, without the need to change contract language each time the amount is modified. The revised language states that employees may contribute up to the maximum allowed by IRS regulations in a dependent care flexible spending account and up to the maximum allowed by IRS regulations in a medical flexible spending account, or as adjusted by Federal law. (ARTICLE 27. HEALTH AND WELFARE (BENEFLEX PROGRAM). SECTION 27.07. FLEXIBLE SPENDING ACCOUNT)

UNIFORM ISSUE

Language was added to include the issuance of waterproof gloves as part of the uniform. The employer shall continue to supply and replace when needed complete uniforms for all bargaining unit employees, except hose, shoes, and after first issue, waterproof gloves. (ARTICLE 28. UNIFORMS. SECTION 28.01 UNIFORM ISSUE)

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DURATION AND REOPENER

This Agreement shall become effective on July 1, 2016 unless otherwise stated in specific Sections, and shall remain in full force and effect until June 30, 2018. This Agreement shall be automatically renewed from year to year after its expiration date on June 30, 2018, unless either party shall notify the other in writing no later than October 1, 2017 (or October 1 of any subsequent year thereafter in case of an automatic renewal) that it desires to terminate, modify or amend this Agreement. (ARTICLE 32. DURATION)

NO OTHER CHANGES TO THE COLLECTIVE BARGAINING AGREEMENT.