

Prince George's County Council Agenda Item Summary

Meeting Date: 1/13/2004
Reference No.: CB-003-2004
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Knotts, Shapiro, Harrington, Dernoga, Dean, Exum, Peters
Item Title: An Act concerning Council 67, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Local 1170 (Supervisory Employees in the Health Department) Collective Bargaining Agreement through June 30, 2005.

Drafter: Leonard L. Lucchi, Personnel and Labor Relations
Resource Personnel: Donald E. Bridgeman, Personnel and Labor Relations

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	1/23/2004 S
Committee Referral:	12/3/2003 - PSFM	Effective Date:	3/9/2004
Committee Action:	1/7/2004 - FAV		
Date Introduced:	12/3/2003		
Public Hearing:	1/13/2004 - 10:00 A.M.		
Council Action (1)	1/13/2004 - ENACTED		
Council Votes:	MB:A, SHD:A, TD:A, CE:A, DCH:A, TH:A, TK:A, DP:A, PS:A		
Pass/Fail:	P		
Remarks:	See also CR-2-2004		

AFFECTED CODE SECTIONS:

16-233

COMMITTEE REPORTS:

Public Safety & Fiscal Management Committee Report

Date 1/7/2004

Committee Vote, Favorable, 4-0, (In favor: Councilmembers Peters, Hendershot, Knotts and Shapiro.)

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 1170, representing approximately 40 supervisory employees in the Health Department for FY2004 and FY2005.

Many of the terms and conditions of the County's previous labor agreement with AFSCME Local 1170 are included in this two year agreement as well as additional modifications.

Summary of the Modifications to the Wages and Benefits in the Agreement:

1. Cost of Living Adjustments (COLA) (page 7)

- a. 1% November 1, 2003
- b. 1% January 1, 2004
- c. 1% April 1, 2004
- d. 1% October 1, 2004
- e. 1% January 1, 2005
- f. 1% April 1, 2005

2. Merit Increase (page 7)

Employees eligible to receive a merit increase in FY2004 and FY2005 will receive it.

3. Foreign Language Interpretation (page 9)

Employees covered by this Agreement will receive \$520.00 per year provided they pass a conversational proficiency test and verification of certificate.

4. Personal Leave (page 19)

Personal Leave is increased from 26 to 28 paid hours per wage reporting year, including four hours for General Election Day.

5. Bereavement Leave (page 19)

Brother- or sister-in-law is added to the family members upon whose death bereavement leave may be permitted.

6. Grievances (page 25)

References to the Director, Office of Personnel and Labor Relations, have been changed to Chief Labor Negotiator.

7. Memorandum of Understanding (page 29)

The agreement between the County and the Union regarding a Smallpox response is included in the Agreement.

8. Public Employee Relations Board (PERB) Certified Positions (page 31)

A listing of all positions certified into the bargaining unit by the PERB is included.

The fiscal impact on the County will be negative in the amount of \$285,133 (FY2004 - \$97,707 and FY2005 - \$187,426). The annualized cost for FY06 is \$108,983. The total cost of the Agreement is \$394,116.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

Prince George's County, Maryland and Council 67, American Federation of State, County and Municipal Employees, AFL-CIO, and its affiliated Local 1170 (Supervisory Employees in the Health Department) have completed labor negotiations on a labor agreement through June 30, 2005. This Bill will 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:

INCLUSION FILES:
