

SETTLEMENT SUMMARY
PRINCE GEORGE'S COUNTY, MARYLAND
AND
AFSCME COUNCIL 67
AND ITS AFFILIATED LOCALS 2462, 2735, 3389 AND 1170
FISCAL YEARS 2017 & 2018

The following is a complete summary of modifications to the wages and benefits agreed to by Prince George's County, Maryland ("County") and Council 67, American Federation of State, County and Municipal Employees AFL-CIO, and its affiliated Locals 1170, 2462, 2735 and 3389 ("Union"), which are included in the parties' new collective bargaining agreement ("CBA"). The CBA is effective Fiscal Years 2017 and 2018 and covers civilian employees within the Department of the Environment, Department of Public Works and Transportation, Department of Permitting, Inspections and Enforcement, Office of Central Services, Department of Housing and Community Development, Department of Family Services and the Health Department. For easy reference, the Article within the new CBA where each modification appears is identified.

RECOGNITION

Section E was modified by adding the Office of Human Resources Management as the responsible party for sending a monthly electronic data list of bargaining unit employees to the four bargaining unit presidents. Previously, the departments were responsible for providing this information to the union. (ARTICLE 2. RECOGNITION)

SHOP STEWARDS/UNION OFFICIALS

Section B was amended to include AFSCME retired chapter members as Union representatives.

Section D was amended to include language that the notification to the union of County representatives who interact with the union will be provided on a timely basis and will include an organizational chart, if available. (ARTICLE 6. SHOP STEWARDS/UNION OFFICIALS)

WAGES

The Wages Section was amended by the following:

Employees covered by the Agreement will receive the following cost of living adjustments (COLA):

- Three percent (3%) (COLA) effective the first full pay period in January 2017.
- One percent (1%) COLA effective the first full pay period in January 2018.

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The Adjusted Living Wage (ALW) language was added back to the contract. The language was inadvertently deleted from the FY 2014 and FY 2015 contract.

Employees covered by this agreement eligible to receive a merit increase will receive a three and a half percent (3.5%) merit increase on their anniversary dates beginning in the first full pay period in July 2017 (FY 2018). No other merit pay will be made for the duration of this agreement. (ARTICLE 12 – WAGES)

PREMIUM PAY

A new paragraph was added to Section G 3 regarding certification pay for Permit Specialists in the Department of Permitting, Inspections and Enforcement. The Permit Specialist will receive a six percent (6%) increase in their hourly rate of pay provided they met certain conditions. Also, employees are required to take continuing education courses for each discipline in order to maintain their certifications. Loss of current certification will result in the elimination of the six percent (6%) certification pay.

A new Section G.18 was added regarding covered employees who are taking courses for CEU credits for their County required professional certification. Effective the first full pay period in January 2017, these employees shall be reimbursed up to one hundred (\$100) per year towards the cost of the training courses.

Section H was modified to include language that stipulated how the Language Interpretation Pay of \$520.00 per year would be paid. The new language states that it will be prorated for the fiscal year and paid in biweekly installments. (ARTICLE 15. PREMIUM PAY)

SPECIAL OPERATIONS, CALL-IN STANDBY DIFFERENTIAL PAY AND SHIFT DIFFERENTIAL

Section C. 1 was amended to increase the Differential Pay amount for covered employees assigned to the Refuse Disposal Division or the Refuse Collection Division. Effective the first full pay period of January 2017, it was increased by 20 cents (from \$1.40 to \$1.60).

A new Section C.2 was added. It states effective the first full pay period of July 2017, field personnel and mechanics assigned to Highway Maintenance Division will receive a differential of seventy-five cents for each hour actually worked. (ARTICLE 16. SPECIAL OPERATIONS, CALL-IN STANDBY DIFFERENTIAL PAY AND SHIFT DIFFERENTIAL)

WORK CLOTHING AND TOOLS

The new Agreement made changes in Sections D, E, G, and H in uniform allowance or County provided outerwear.

Section D addresses employees of the Office of Central Services, Fleet Management. Certain employees will be provided individual waterproof and insulated jackets.

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Section E addresses those Animal Control Officers who receive the uniform maintenance allowance. These covered employees will receive an increase of \$100.00 in their uniform maintenance allowance. The new uniform maintenance allowance will be six hundred and twenty-five dollars (\$625.00). This allowance shall be paid during the first full pay period beginning on or after July 1 of each year of this Agreement.

Section G addresses Construction and Property Standards Inspectors and Refuse Collection Inspectors. These employees will receive an increase of \$40.00 in their expense allowance. The new expense allowance will be two hundred and fifty (\$250.00) per year for actual expenses reasonable and necessarily incurred in the performance of their job duties.

Section H amendments added crew supervisors in the Department of Public Works and Transportation and Environmental Health Specialists (formerly Environmental Sanitarians) in the Health Department to the classes of work eligible to receive a clothing allowance of \$250.00 per year. (ARTICLE 17. WORK CLOTHING AND TOOLS)

TEMPORARY ASSIGNMENTS

Section A was changed to allow employees to work an additional sixty (60) days for a total of one hundred eighty (180) days in an acting capacity, and to provide a mechanism to resolve issues of delayed acting pay. It provides for the covered employee to receive acting pay no longer than thirty (30) days after serving in an acting position. It requires the union to notify the County if a covered employee is not receiving acting pay after thirty (30) days. Also, the amended language requires the County to meet with the union to address the issues. (ARTICLE 18. TEMPORARY ASSIGNMENTS)

TRANSFERS

Section C was amended to clarify that the method of filling a vacancy is a management prerogative. It states that the position may be filled by promotion or transfer at the discretion of the department. (ARTICLE 22. TRANSFERS)

LEAVE OF ABSENCE

Section A was changed to include the requirement of employees to have at least ninety (90) days of service with the County before being granted a leave of absence. (ARTICLE 33. LEAVE OF ABSENCE)

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HEALTH AND WELFARE

Sections A, B, and D were amended by changing the premium split, effective January 2018. The premium split for the PPO, HMO, and Prescription Plan will shift by three percent (3%).

Employees' will pay 30% for the PPO, 25% for the HMO and 15% for the prescription plan.

Section G. was modified by removing the dollar amount and substituting language to allow for IRS maximum contributions in a dependent flexible spending account and in a medical flexible spending account. These changes are not substantives changes.

Section M. was changed to state that effective January 1, 2017, the County will pay for one CDL physical exam per year for covered employees who are required to possess a commercial driver's license CDL for their work. Employees shall continue to be responsible for paying thirty five dollars (\$35.00) for the CDL examination if they utilize more than one CDL physical exam per year. The wording, if necessary, was included to indicate that an employee is responsible for making direct payment to the contractor if needed. (ARTICLE 40. HEALTH AND WELFARE)