

## Prince George's County Council Agenda Item Summary

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**Meeting Date:** 7/13/2010  
**Reference No.:** CB-039-2010  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Dernoga, Harrison, Turner, Exum, Dean  
**Item Title:** An Act approving the Collective Bargaining Agreement between Prince George's County, Maryland and Council 67, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, and its affiliated Locals 1170, 2462, 2735 and 3389, covering Fiscal Year 2010

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**Drafter:** Terry Bowen/Leonard Vauss, Office of Human Resources Management  
**Resource Personnel:** Donald E. Bridgeman, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>	5/11/2010	<b>Executive Action:</b>	7/27/2010 S
<b>Committee Referral:</b>	5/11/2010 - PSFM	<b>Effective Date:</b>	9/13/2010

**Committee Action:** 6/9/2010 - FAV

**Date Introduced:** 6/15/2010  
**Public Hearing:** 7/13/2010 - 10:00 AM

**Council Action (1)** 7/13/2010 - ENACTED  
**Council Votes:** MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, TK:A, EO:A, IT:A  
**Pass/Fail:** P  
**Remarks:** See also CR-45-2010; retroactive to July 1, 2009

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### AFFECTED CODE SECTIONS:

16-233

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### COMMITTEE REPORTS:

#### Public Safety and Fiscal Management

**Date 6/9/2010**

Committee Vote: Favorable 4-0 (Council Members Exum, Campos, Dean and Turner)

This bill reflects the terms and conditions of the Collective Bargaining Agreement between the County and the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO and its affiliated Locals 2462, 2735, 3389, and 1170 covering approximately 1,500 employees in the Department of Public Works and Transportation, Department of Environmental Resources, Department of Housing and Community Development, Office of Central Services and the Department of Family Services. This one year agreement (July 1, 2009 through June 30, 2010) includes many provisions which are consistent with the language contained in the previous labor agreements.

Some Highlights of the Modifications to the Wages and Benefits of the Agreement:

1. Cost of Living Adjustments (COLA)

Effective July 1, 2009, all employees covered by the Agreement shall forego the COLA for FY 2010

2. Living Wage

The Living Wage provision is revised to allow for an adjusted Living Wage (ALW) rate based on an allowance of 25% for fringe benefits. All minimum salaries below the Living Wage Rate will be paid at the ALW rate.

3. Pay Plan Description

All Employees in the bargaining unit are in the "A" Salary Schedule with salaries listed in Attachment A.

4. Merit Increases

Effective July 1, 2009, all employees covered by this Agreement shall forgo a merit increase for FY 2010.

5. Work Clothing and Tool Allowance

The allowance will be paid once a year (due to negotiated one year contract)

6. Health

Maryland Occupational Safety Health (MOSH) requirements added to the current Federal Occupation Safety Health Administration (OSHA) requirement for the Hepatitis B vaccine.

7. Leave of Absence

Require an employee's written request for leave of absence to be submitted to the Appointing Authority rather than the employee's supervisor.

8. Health Insurance

Delete all references to CY-08 and CY09 in regard to health insurance plans, prescription and vision coverage.

9. Grievances

The Step 2 level was modified to reflect the dispute may only be referred to Step 3 and not to final and binding arbitration.

The Office of Law has reviewed this bill and finds it to be in proper legislative form with no legal impediments to its enactment.

The enactment of CB-39-2010 will not have a negative fiscal impact on the County. There are no monetary increases of any kind in the contract.

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

Pursuant to Section 16-233(e) of the County Code, this bill adopts and approves the collective bargaining agreement between the County and Council 67, AFSCME and its affiliated Locals 1170, 2462, 2735 and 3389, for Fiscal Year 2010. A fiscal impact statement will be provided by the Office of Management and Budget.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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