AFT Healthcare-Maryland

Legislative Update

Senate Bill 693 and 639 have become law without the Governor’s signature. Funding for pay increases in the bills must still be approved by the Board of Public Works.

State Personnel – Maryland Department of Health - Pay Rates and Staffing Requirements

This bill requires the pay rate for an employee in Bargaining Unit E, that has direct patient contact, employed at Clifton T. Perkins Hospital Center, who is not receiving a Forensic Pay Premium, increase 2 pay grades June 30, 2020.

The bill also requires the pay rate for an employee in the Behavioral Health Administration and the Developmental Disabilities Administration be equal to the pay rate for similarly trained, qualified, or licensed employees at Perkins, if the employee works at a facility with a forensic admission rate of greater than 75% in the preceding fiscal year.

RN classification at the other facilities will increase 6% with 1 grade to equal the pay grade for RN Perkins positions.

Art, Music and Dance Therapists at other facilities increase 6% with 2 grades, and 12% with 2 grades for those at Perkins (due to additional negotiated increases).

All other positions increase 6% with 2 grades. Including Therapists, Therapeutic Recreators, Alcohol and Drug Counselors, Physicians and Psychiatrists.

The bill also requires all security positions in these facilities be filled as Security Attendants and Building Security Officers will be offered the opportunity for a reclassification to Security Attendant upon completion of a training course approved by the Correctional Training Commission. The bill also requires 1 Security Attendant for every 3 patients in maximum security facilities and 1 Security Attendant for every 12 patients in minimum security facilities.

While supervisor and manager positions are not in our bargaining unit, their salaries must be increased 6% with 1 grade above subordinate position pay grades, pursuant to the Salary Guidelines for the Standard Pay Plan.

Senate Bill 639 – State Medical, Nursing, and Security Personnel - Compensation

This bill covers nurses working at Perkins, Springfield, Spring Grove, Eastern Shore Hospital Center, Finan, RICA Rockville and RICA Baltimore. The bill requires an upward adjustment of salaries for all nursing positions to the advanced step used for initial appointment of new RN’s in fiscal year 2018, 2019 and 2020. The fiscal note indicates that ESHC, RICA Baltimore, Spring Grove, Springfield and Perkins have hired nurses at an elevated step during these 3 fiscal years.

The bill also requires the pay grade for Physician Clinical Specialist and Physician Clinical Staff positions in these facilities be equal to the pay grade for Psychiatrist Clinical and Psychiatrist Clinical Graduate.

Remember all salary increases in these bills must be approved by the Board of Public Works.