

AMENDMENT TO MEMORANDUM OF UNDERSTANDING
Between
American Federation of Teachers (AFT) Healthcare – Maryland
And
The State of Maryland

This Amendment to the Memorandum of Understanding is made this 5th day of August 2020 by and between the State of Maryland and AFT Healthcare – Maryland (Union).

The Memorandum of Understanding (MOU) for employees in Bargaining Unit E dated July 1, 2018 – December 31, 2020 and the Amendment to the MOU dated December 27, 2019 (the 2019 Amendment) by and between the State and the Union are hereby modified in accordance with the terms of this Amendment. Wherever there is any conflict between this Amendment and the Memorandum of Understanding or the 2019 Amendment, the provisions of this Amendment control and the Memorandum of Understanding and the 2019 Amendment, as appropriate, shall be construed accordingly.

The terms and provisions of the MOU and its 2019 Amendment are hereby modified in the following manner:

ARTICLE 5. WORK WEEK, WORK TIME, SCHEDULES, OVERTIME and COMPENSATORY TIME

Section 9. Payment for Overtime

During Fiscal Year (FY) 2021, paid leave will no longer be treated as work time for the purposes of meeting the overtime threshold.

ARTICLE 6. WAGES (ARTICLE 7 of the 2019 Amendment)

Section 1A.

The 2% cost of living adjustment (COLA) for FY 2021 will be eliminated for members of bargaining unit E.

If additional federal assistance/relief/stimulus funding is received in FY 2021, the Union may request to reopen negotiations regarding the elimination of the FY 2021 COLA.

ARTICLE 18. TRAINING AND EDUCATION

Section 4B. Tuition/Training Reimbursement