



MOU HIGHLIGHTS AND CHANGES

Bargaining Unit H (Clifton T. Perkins Hospital)

- Beginning July 1, 2018, **ONE grade increase** (at least 6%) for all Security Attendants at Perkins.
- **Cost of Living Raise of 2% effective January 1, 2019** - A general cost of living adjustment wage increase (COLA) will be added to each bargaining unit member's pay plan.
- **Potential for an additional .5% and \$500 bonus on April 1, 2019 if revenues exceed the December 2017 estimates by \$75 million.**
- **Two additional health insurance benefits holidays in March, 2018 (for a total of four)** - All bargaining unit members who are enrolled in the State Employee and Retiree Health and Welfare Benefits Program and actively employed shall not have healthcare premiums taken from their paychecks.
- Health Insurance Benefits: The employee and State ratios are **locked in for calendar year '18 and '19.**
- Work schedules shall be posted as soon as possible but at least **14 days in advance.**
- Adverse personnel action based on military service or status **are prohibited.**
- Unused leave donated by one employee to another **shall be returned to the employee.**
- **Improvements to the State's Bullying policy** - Management and the Union recognize the need to educate all employees about bullying in the workplace and have worked collaboratively to enhance the State's Bullying in the Workplace Policy.
- **Labor Management Committees to address additional health and safety concerns such as improvements to the Wellness policy** - Facility level LMCs should review concerns regarding water and restroom facilities where there is an allegation that these facilities may not be in accordance with OSHA regulations.

Contact info@afscmemd.org with questions regarding the MOU highlights and changes

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