

EXEMPT BARGAINING UNIT

Memorandum of Understanding

between

Baltimore City Community College

and

AFSCME Council 3/AFSCME Local 1870

July 13, 2021 – July 12, 2024



Preamble.....	6
Article 1. Recognition and Definition of the Bargaining Unit.....	6
Section 1 AFSCME is the Exclusive Bargaining Representative	6
Section 2. Bargaining Unit Definition.....	6
Article 2. The Right of Employees to Non-Discrimination, Fairness and Respect	7
Article 3. Duration and Renewal	7
Section 1. Duration	7
Section 2. Renewal.....	8
Section 3. Reopener	8
Article 4. Mid-Contract Negotiations	8
Section 1.....	8
Section 2.....	8
Article 5. Scope of Agreement- The Relationship of the MOU to BCCC Policies	8
Article 6. Employee Rights	9
Article 7. Union Rights- Access, Communication, Meeting space, Information, Job Stewards, etc.	9
Section 1. Access to Campus by Union Representatives	9
Section 2. Meeting Space	9
Section 3. Other Electronic Means of Communications	9
Section 4. Information Provided to the Union	9
Section 5. Right to Union Representation	9
Section 6. New Employee Orientation.....	10
Section 7. Job Stewards.....	10
Section 8. Union Office.....	11
Article 8. Management Rights.....	11
Article 9. Seniority Defined	11
Article 10. Compensation.....	11
Article 11. Compensation- Rates of Compensation.....	12
Section 1. Generally	12
Section 2. Skilled Service Employees.....	12
Section 3. Increases Associated with the State's Annual Budget	12
Section 4. Pay Increases Upon Reclassification, Promotion, Acting Capacity, Lead Worker, Bilingual Situations.....	12
Section 5. In-Charge Pay.....	12
Article 12. Compensation: Bonuses.....	12
Section 1. BCCC College Excellence Award	12
Section 2. Innovative Ideas	13
Section 3. Incentive Performance Awards Program for employees.....	13
Article 13. Payroll, Hours of Work and Overtime.....	13
Section 1. Workweek	13
Section 2. Copy of Job Description Bargaining Unit Assignment.....	14
Section 3. Compensatory Time Off.....	14
Section 4. Notice and Process for Schedule Changes	14
Article 14. Shift Differential.....	15
Article 15. Tuition.....	15
Article 16. Insurance	15
Article 17. Pension.....	15
Section 1. Retirement Benefits.	15
Article 18. Parking.....	15
Article 19. Labor Management Committee.....	15
Section 1. Purpose.....	15

Section 2. Authority	16
Section 3. Membership.....	16
Section 4. Meetings.....	16
Article 20. Holidays.....	16
Section 1. Holidays	16
Section 2. Holiday Pay	17
Article 21. Leave	17
Section 1. Annual Leave.....	17
Section 2. Personal Leave.....	20
Section 3. Payout upon Termination of Employment	20
Section 4. Religious Observance Leave	20
Section 5. Winter Break	20
Section 6. Administrative Leave	20
Section 7. Jury Service and Legal Actions Leave.....	20
Section 8. Definition of a Child for Purposes of Sections Bereavement Leave, Sick Leave and FMLA.....	21
Section 9. Family and Medical Leave.....	21
Section 10. Sick Leave	22
Section 11. Bereavement Leave.....	24
Section 12. Leaves of Absence Without Pay.....	25
Section 13. Military and War Leave	26
Section 14. Disaster Leave	26
Section 15. Paid Leave Following a Positive Tuberculin Skin Test	26
Section 17. Transfer of Leave Earnings	27
Section 18. Accidental Workplace Injury.....	28
Section 19. Accrued Leave and Maintenance of Benefits and Seniority during Periods of Leave.....	29
Section 20. No Retaliation.....	29
Article 22. Release Time- Training, Meetings, Interviews & Union Activity.....	29
Section 1. Release Time	29
Section 2. College Sponsored Committees.....	30
Section 3. Staff Development	30
Section 4. In-Service Training.....	30
Section 5. Job Interviews and Examinations	31
Section 6. Union-Related Activities.....	31
Article 23. Acting Capacity.....	31
Section A. Acting Capacity Pay	31
Section B. Increased Responsibilities Pay.....	32
Article 24. Job Classification, Reclassification and Workload.....	32
Section 1 Generally.....	32
Section 2. Job Study.....	32
Section 3. Reclassification.....	32
Section 4. Workload.....	33
Section 5. Contractual Conversion.....	33
Article 25. Promotion, Transfer, Demotion.....	33
Section 1. Promotions	33
Section 2. Transfer.	34
Section 3. Demotion.....	35
Section 4. Retirement Notification.....	35
Article 26. Probation or Trial Period Following a Promotion	35
Section 1. Probation for New Employees.....	35
A. Generally	35
B. Successful Completion of the Probationary Period	36
C. Contractual Conversion.....	36

Section 2. Returning Employees.....	36
A. Return Within Less Than One Year from Date of Separation.....	36
B. Return After One Year from Date of Separation.....	36
Section 3. Trial Period for Current Employees.....	37
A. Generally.....	37
B. Rejection during a trial period.....	37
Article 27. Performance Evaluations	37
Section 1. Generally.....	37
Section 2. Performance Ratings.....	38
Section 3. Performance Standards.....	38
Section 4. Procedure.....	38
Section 5. Procedures When an Overall or Individual Performance Rating Is Below Meets Standards	41
Section 6. Pay Increases Related to Performance-Based Criteria.....	42
Section 7. Interim Conferences.....	42
Section 8. Appraisals of Supervisors.....	42
Article 28. Health and Safety	43
Article 29. Uniforms and Equipment.....	45
Section 1. Uniforms	45
Section 2. Equipment	46
Article 30. Personnel Files	46
Section 1. Official Personnel File	46
Section 2. Anonymous Materials	47
Section 3. Working Files	47
Section 4. Access	48
Section 5. Notification.....	48
Section 6. Requests to Correct or Amend Personnel Files	48
Article 31 Discipline	49
Section 1. Generally	49
Section 2. Disciplinary Actions Permitted.....	49
Section 3. Counseling Memoranda	51
Section 4. Automatic Termination of Employment	51
Section 5. Employee Misconduct.....	51
Section 6. Performance-Related Discipline.....	53
Section 7. Severance	54
Section 8. Time Limits	54
Section 9. Appeals of Discipline.....	54
Article 32. Grievances	54
Section 1. Definitions.....	55
Section 2. Resolution of Grievances	55
Section 3. Grievability Issues	55
Section 4. Exceptions	55
Section 5. Procedure for Employee Grievances.....	55
Section 6. General Provisions.....	57
Article 33. Drugs and Alcohol Abuse	57
Section 1. Generally	57
Section 2. Drug and Alcohol Use or Abuse.....	58
Section 3. Testing.....	59
Section 4. Searches	61
Section 5. Rehabilitation Required for Continued Employment.....	61
Section 6. Sensitive Employees	62
Section 7. Alcohol Driving Offenses	62
Section 8. Records.....	62

Article 34. Employee Assistance Program.....	63
Section 1. Employee Assistance Program (EAP)	63
Section 2. Limited Waiver of Confidentiality.....	63
Section 3. Adherence and Accountability	63
Section 4. Referrals to EAP	63
Article 35. Essential Employees	63
Article 36. College Delayed Opening, Early Dismissal or Closing.....	64
Section 1. Use of Release Time or Leave.....	64
Section 2. Compensation for Essential Employees.....	64
Section 3. Compensation for Non-Essential Employees in Special Circumstances.....	64
Article 37. Layoffs.....	65
Section 1. Notice to the Union.....	65
Section 2. Notice to Affected Employees.....	65
Section 3. Displacement.....	66
Section 4. Outplacement Services.....	66
Section 5. Tuition.....	66
Section 6. Medical and Dental Benefits Continuation	66
Section 7. Recall Rights	66
Section 8. Reinstatement Rights	67
Article 38. Termination of Employment of Grant and Contract Funded Employees upon Termination of the Grant or Contract	67
Article 39. Contracting Out/Outsourcing	67
Section 1. Generally	67
Section 2. Procedure.....	67
Article 40. Nepotism Prohibited.....	69
Section 1. General	69
Section 2. Definitions.....	69
Section 3. Employee Obligations.....	69
Article 41. Child Care	69
Article 42. Posting of Job Announcements and other Information.....	69
Article 43. Social Security Numbers.....	70
Article 44. Strikes and Lockouts.....	70
Article 45. Reinstatement.....	70
Article 46. Savings and Effectiveness.....	70
Article 47. Fair Share Reopener	70
Article 48. Telework Policy	70

ADDENDA

Exempt Bargaining Unit Job Titles
Side Letters 1, 2, and 3

Preamble

This Memorandum of Understanding (MOU) is entered into by and between the Baltimore City Community College (hereinafter referred to as “Employer” or “College” and the American Federation of State, County and Municipal Employees, AFL-CIO, Local 1870 (hereinafter referred to as the “Union” or AFSCME), and has for its purpose the promotion of harmonious relations between the employees in the bargaining unit, the College and the establishment of an equitable procedure for the amicable resolution of differences concerning wages, hours and other terms and conditions of employment.

Both the Union and the College are committed to providing quality, affordable and accessible educational opportunities with comprehensive programs that meet the professional and personal goals of students while improving communities in the greater Baltimore area. The parties to this agreement shall make a sincere effort to ensure that the administration of this MOU is conducted in a fair and consistent manner and the administration is for the benefit of establishing stability and understanding in the parties’ labor-management relationship. Therefore, pursuant to and consistent with the Collective Bargaining Law, Maryland State Personnel and Pensions Article Annotated, Section 3-501(d)(iii), 3-601(a)(2)(iii) the parties agree, based upon the various articles hereinafter set forth, that this MOU constitutes a Collective Bargaining Agreement between BCCC and AFSCME.

Article 1. Recognition and Definition of the Bargaining Unit

Section 1 AFSCME is the Exclusive Bargaining Representative

AFSCME is the sole and exclusive bargaining representative for all bargaining unit employees for purposes of collective bargaining with the College over matters establishing and pertaining to wages, hours and other terms and conditions of employment for all permanent and probationary full-time and regular part-time employees. In recognition of AFSCME’s status as the exclusive bargaining representative of bargaining unit employees, the College shall not bargain with any other organization concerning bargaining unit employees’ wages, hours, terms and conditions of employment.

Section 2. Bargaining Unit Definition

The bargaining unit shall be comprised of all job classifications identified in Appendix I to this MOU.

All job classifications and positions considered within this bargaining unit on the date of the Union’s certification, as outlined in the SHELRB certification shall be considered bargaining unit positions. All employees occupying such positions on a full-time or part-time basis, who are under probationary or regular status, and who are not classified as managerial, supervisory, and/or confidential, are considered to be in the bargaining unit and shall enjoy the benefits, rights, obligations and protections stipulated in this agreement in addition to any other rights provided by law.

A new job classification that is a successor title and with no substantial change in duties compared to a classification currently included in the bargaining unit shall be within the bargaining unit. A new classification assigned duties that are a significant part of the work done by any classification currently in the bargaining unit shall be within the

bargaining unit. The College shall inform AFSCME of any intention to place a new job classification in a bargaining unit.

During the term of this MOU, if a new job classification(s) is created or the status of a classification within one of the bargaining units has changed, the College shall notify the Union at least sixty (60) days prior to the intended date of entry. If it is believed that the bargaining unit status of a position has changed, the College or the Union, whichever is proposing the change, shall notify the other as soon as possible. The parties will meet and attempt to resolve any disagreements concerning the relation of the position or classification to the bargaining unit. Any unresolved dispute between the parties regarding whether or not a position or positions should be included in the bargaining unit covered by this MOU may be submitted to SHELRB by either party pursuant to its regulations. The decision of SHELRB shall be final and binding on both parties, subject to any appeal rights provided by law or regulation.

Article 2. The Right of Employees to Non-Discrimination, Fairness and Respect

The College recognizes the rights and protections afforded its employees under Federal, State and local law. It is the policy of Baltimore City Community College that employees will be treated with dignity, respect and fairness in employment including, but not limited to, physical appearance. It is the policy of the College to prohibit discrimination, including harassment in employment against any employee due to race, age, ancestry, color, religious affiliation, belief or opinion, genetic information, creed, sex, sexual orientation, gender identity, political affiliation, national origin, ethnic background, marital status, family status, disability, labor organization affiliation, membership or non-membership in the Union or any other category protected by law.

Similarly it is the policy of the Union that it shall not discriminate against any employee or cause or attempt to cause the College to discriminate against any employee due to race, age, ancestry, color, religious affiliation, belief or opinion, genetic information, creed, sex, sexual orientation, gender identity, political affiliation, national origin, ethnic background, marital status, family status, disability, labor organization affiliation, membership or non-membership in the Union or any other category protected by law.

Article 3. Duration and Renewal

Section 1. Duration

This MOU shall become effective upon ratification by the respective parties. No provision of this MOU has retroactive application unless required by law or it has been agreed to expressly in this MOU. This MOU expires at 12:01 AM on July 13, 2024. The parties shall ensure that their respective ratification processes are completed as promptly as possible after the conclusion of negotiations.

Section 2. Renewal

Except as otherwise provided herein, this Memorandum of Understanding shall become effective upon signing and remain in effect until the date established in Section 1 above. This MOU shall be automatically renewed from year to year thereafter unless either party provides written notification to the other by December 31 of the calendar year prior to expiration of its intent to terminate, modify or amend this MOU. After notification is provided, the parties shall then commence negotiations for a successor MOU during the last year of this MOU at dates and times agreed to by the parties.

Section 3. Reopener

In the event that there is a change in law affecting the legally permissible scope of bargaining, either party may reopen this MOU to request bargaining over the newly negotiable matters. In the event that the subject matter being proposed does not give rise to a duty to bargain, the party which has not requested bargaining may notify the party requesting bargaining that it does not wish to bargain over the newly negotiable matters. Additionally, upon mutual agreement, the parties may re-open the MOU at any time to bargain about any permissible subject.

Article 4. Mid-Contract Negotiations

Section 1.

The College and the Union acknowledge their mutual obligation to negotiate over the College's proposed changes in wages, hours and other terms and conditions of employment for bargaining unit employees. If the parties have not addressed a matter related to wages, hours or other terms and conditions of employment in this MOU, then any change in the current practice or any policy related to that term or condition shall be negotiated before it is implemented pursuant to Section 2 below.

Section 2.

The College shall provide the Union with notice of a change in practice or a new policy, as far in advance as is practical but no later than thirty (30) days of an intended change in wages, hours or other terms and conditions of employment, for bargaining unit employees. The Union may request bargaining within this thirty (30) day period and, upon request, the College shall negotiate with the Union. The Union may submit responsive proposals concerning the College's intended changes to change working conditions prior to a bargaining conference. Nothing in this Section requires the College to change its planned implementation date.

If an intended change is required to meet a legislative mandate or an emergency situation, the College shall notify the Union as soon as possible. In situations involving legislative or executive mandates, the College may implement a change even if negotiations do not yield mutual agreement.

Article 5. Scope of Agreement- The Relationship of the MOU to BCCC Policies

The parties agree that the terms of this MOU shall apply to the wages, hours and other terms and conditions of employment of exempt bargaining unit employees and shall supersede and replace all College policies and procedures which pertain to matters covered by this MOU.

Article 6. Employee Rights

In accordance with Senate Bill 78, unless required by State law or negotiated by collective bargaining, Baltimore City Community College may not decrease the rights, benefits, compensation, or privileges of an employee of the College who was transferred from the skilled service of the State Personnel Management System to an independent personnel system on July 1, 2005.

Article 7. Union Rights- Access, Communication, Meeting space, Information, Job Stewards, etc.

Section 1. Access to Campus by Union Representatives

Union representatives shall be granted access to work areas and to the campus to conduct union business, in the same manner as the general public. The activities of the union representative will not interfere with the operations of the Department or prevent employees from performing their work.

Section 2. Meeting Space

Union representatives may request the use of College facilities to hold union meetings by contacting the Administrative Assistant to the Vice President of Administration & Finance, or his or her designee, at least 24 hours prior to the meeting. Upon prior notification, the College will provide meeting space where feasible. Such meetings will not interrupt the business of the College and will not involve employees who are on working time, unless approved in writing by their supervisor. The College shall make space available for Union representatives to have confidential discussions with employees on an as-needed basis subject to availability and provided that the Union has made prior arrangements with the Director of Human Resources or his or her designee to schedule such meetings.

Section 3. Other Electronic Means of Communications

The Union may communicate with bargaining unit employees through the use of bulletin boards and/or electronic means consistent with the policies of the College. The Union shall provide a copy of general bargaining unit communications sent to the entire bargaining unit or a specific portion of the bargaining unit to the Director of Human Resources and the Employee Labor Relations Coordinator.

Section 4. Information Provided to the Union

The College will provide a report three times per year (February 1, July 1, and November 1) to the Union containing the following information on bargaining unit employees:

The name, workday ID, date of hire, job title, campus/address, office, department, work phone, work email, building, room number, and assigned salary grade. Upon request by the Union, the College will provide other necessary and relevant information to the extent not prohibited by applicable law. Information may be provided to the Union in the form of a password protected file sent via email or a password protected file provided on a USB flash drive or paper format.

Section 5. Right to Union Representation

Except as otherwise set forth in the provisions of this MOU (e.g. Grievance Article), an employee shall have the right to union representation if requested

by the employee, only as provided below.

- A. In any investigatory interview or discussion with an employee who is the subject of the investigation.
- B. At any disciplinary hearing or discussion with the employee who is the subject of the disciplinary hearing.
- C. Management shall allow reasonable time for Union representatives to attend Disciplinary meetings or a meeting that could lead to disciplinary action but in no case less than four (4) hours if there is a representative on duty at the campus. If there is no Union representative on duty at the campus, the employee shall be allowed at least twenty-four (24) hours to obtain a Union representative.

An employee shall not have the right to a union representative in attendance during a discussion solely related to performance or during a performance review unless the performance review could lead to termination or demotion without immediate improvement on the part of the employee.

All employees are expected to give prompt and truthful responses and to otherwise fully cooperate with the College's investigation.

The role of the union representative is to advocate for and to assist the employee including consulting with the employee in advance of the meeting with management, clarifying the employee's statement concerning the facts and suggesting possible witnesses. The Union shall not interfere with the College's investigating process. The employee shall speak on his or her own behalf.

Section 6. New Employee Orientation

A new bargaining unit employee and a union officer or job steward, as designated by the Union, shall be granted twenty minutes without loss of pay to meet and discuss rights, benefits and obligations under the MOU. The Union shall also have the opportunity to make a presentation, not to exceed fifteen minutes, at orientation sessions for all new College employees.

Section 7. Job Stewards

The Union will appoint or elect certain employees to serve as job stewards, not to exceed six (6) job stewards and two (2) alternate job stewards. The Union will provide to the College a listing of its current job stewards, including all alternative job stewards. Such list shall be updated and provided to the College whenever there is a change. The College will permit a job steward (or alternative job steward in the absence of the job steward) to have a reasonable amount of release time, without loss of compensation, not to exceed 600 hours per calendar year for all job stewards and alternate job stewards combined, to investigate and present grievances to the College on behalf of employees and to attend monthly steward meetings.

If 600 hours is not an appropriate amount of time for the job stewards to responsibly represent employees, the parties shall meet to discuss the amount of time required. Job Stewards must obtain authorization from their supervisor for release time to conduct representational duties during working time. Approval of release time will not be

unreasonably denied.

Section 8. Union Office

The College shall provide an office for Union use with at least a desk, a phone, a filing cabinet and a locking door; as identified by the College.

Article 8. Management Rights

Except as otherwise modified by this MOU, the College retains the right to:

1. determine its mission, budget, financial management, organization, number of employees and number of employees assigned to work projects, academic endeavors, method and means and personnel by which its operations are conducted, technology needed, internal security practices, location or relocation of its facilities, and types and grades of employees assigned and personnel by which its operations are conducted, including the right to subcontract operations, general level of wages, wage patterns, fringe benefits;
2. maintain and improve the efficiency and effectiveness of operations
3. determine the services to be rendered and the operations to be performed , classify duties and assign duties to employees and determine the technology to be used;
4. determine the overall processes, means and classes of work or personnel to conduct operations;
5. determine hours of operation and schedule tours of duty;
6. hire, direct, supervise and assign employees;
7. discipline, discharge and lay off employees;
8. terminate employment because of lack of funds, lack of work, under conditions where the College determines there is insufficiency or non-productiveness or for any other legitimate reason;
9. set the qualifications of employees for appointment and set standards of conduct;
10. promulgate policies and procedures,
11. take actions not otherwise delineated to carry out the mission of the College.

Article 9. Seniority Defined

“Seniority” in this MOU means seniority based upon total State service.

The seniority of an employee whose employment has been converted from a contract to a regular position shall be calculated based upon the initial date of service as a contractual employee prior to the conversion.

Article 10. Compensation

Within 4 weeks of ratification of this MOU, the College will pay a \$100 (gross) ratification bonus to all bargaining unit employees who were employed as of July 1, 2021. The ratification bonus shall not be added to employee base pay.

In July, 2022, the College will pay a \$200 (gross) bonus to all bargaining unit employees who were employed as of July 1, 2022. Such bonus shall not be added to employee base pay.

In July, 2023, the College will pay a \$200 (gross) bonus to all bargaining unit employees who were employed as of July 1, 2023. Such bonus shall not be added to employee base pay.

Article 11. Compensation- Rates of Compensation

Section 1. Generally

The standard wage rates associated with College positions shall be no less than the wage rates associated with positions in the State Personnel Management System that are of the same classification or, if the classification system is not the same, of the same requisite education, background and experience and with the same duties and responsibilities.

Section 2. Skilled Service Employees

The College's Non-Exempt, skilled service employees who are in the State Personnel Management System shall be compensated in accordance with the State's pay plans, regulations, and guidelines promulgated by the Secretary of the Department of Budget and Management.

Section 3. Increases Associated with the State's Annual Budget

The College shall provide its employees with cost of living adjustments and raises in accordance with requirements established in the State's Annual Budget.

Section 4. Pay Increases Upon Reclassification, Promotion, Acting Capacity, Lead Worker, Bilingual Situations

The College's method of determining the minimum increase that will be given to an employee, following a reclassification, promotion, acting capacity, lead worker status or bilingual pay situation will be consistent across the Exempt, Non Exempt, and Sworn Police Officer MOUs.

Section 5. In-Charge Pay

Employees who are designated as "In-Charge", who are designated to perform the immediate daily supervision duties of a supervisor for an entire shift, or tour of duty shall be eligible for a daily stipend of Twenty Dollars (\$20) per day, not to exceed five (5) continuous days. The designation must be pre-approved by the Divisional Vice-President or a President Staff member and must consist of the daily direction, planning and controlling of a department or work unit.

If the designation is longer than 5 continuous days, then the Acting Pay provision and process shall apply from the 6 continuous day moving forward.

Article 12. Compensation: Bonuses

An award made under this section is a bonus provided by the College in addition to the regular compensation of the recipient.

Section 1. BCCC College Excellence Award

Nominations will be accepted by the Excellence Committee continuously throughout the year until the Call for Nominations terminates on December 15 of each year.

Winners of the College Excellence Award receive recognition, \$500, a framed certificate,

Campus Communicator publicity, an award letter for their personnel files, and a campus posting. Award benefits may change due to a change in policy or funding.

Section 2. Innovative Ideas

A. The Program Generally

The College may award an Innovative Idea Award for an innovative idea, including an invention or suggestion, that, if implemented, would:

1. increase revenue to the College;
2. save money for the College;
3. improve the quality of services delivered to the public; or
4. otherwise significantly benefit the College.

Except under exceptional circumstances, an award may not be made for an innovative idea that is under active study or continual review by a unit of State government.

B. Review of Innovative Ideas Submitted to the College.

To the extent possible, within 60 days after an innovative idea is submitted to the President or his or her designee, the College shall decide whether to give an innovative idea award.

C. Award for Innovative Idea

The College may give an employee a cash award of not more than:

1. \$1,000 for an innovative idea with a reasonably ascertainable monetary savings or gain to the College; or
2. \$300 for any other innovative idea.

Section 3. Incentive Performance Awards Program for employees.

A. Awards for Performance that Exceeds Expectations

The College shall grant an employee who receives an overall annual performance rating of Exceeds Expectations one day of Award Leave.

B. Awards for Performance that is Outstanding

The College shall grant an employee who receives an overall annual performance rating of Outstanding, two days of Award Leave.

C. Award Leave Terms

1. Award Leave is not accrued leave.
 2. Leave taken shall not be charged against an employee's accrued leave balance.
 3. Award leave shall be taken within six months of the date it shows on employee's leave balance.
 4. This leave shall not be paid out in lieu of taking leave.
 5. This leave shall not be paid out upon termination of employment.
- Notification will be posted by October 1.

Article 13. Payroll, Hours of Work and Overtime

Section 1. Workweek

Forty Hour Work Week

With the exception of employees who are hired into positions with alternate work schedules,

all employees shall be expected to work between 8:00 AM and 5:00 PM, inclusive of an unpaid one (1) hour lunch break, which generally shall be taken during the middle of the workday. In addition, all employees shall also receive two (2) duty-free rest periods of fifteen (15) minutes each in duration, scheduled by the supervisor to support operational needs. The duty-free rest periods may be combined with the 1 hour lunch to create a longer rest period, with prior supervisory approval. Where appropriate, supervisors, consistent with their departmental needs, may allow employees to work 7:30 AM to 4:30 PM or 8:30 AM to 5:30 PM, with the exception of employees hired into positions with alternate work schedules.

The following outlines flexible scheduling:

7:30 a.m. – 4:30 p.m.
8:00 a.m. – 5:00 p.m. (standard work day)
8:30 a.m. – 5:30 p.m.

The College agrees to count as work time all time that COMAR and the Fair Labor Standards Act indicate should be counted as work time.

Section 2. Copy of Job Description Bargaining Unit Assignment

Upon initial employment and upon any change in job classification thereafter, each fulltime or part-time bargaining unit employee shall be furnished a copy of his/her job description, applicable salary, assigned work, location, daily work schedule, and prescribed standard workweek.

Section 3. Compensatory Time Off

With the prior authorization of their supervisor or in emergencies, Exempt employees may receive compensatory time on an hour for hour basis for work that exceeds the 40 hours per week. The 40 hours is defined as 40 hours actually worked per week and time on paid leave.

During an emergency closing of the College and when Administrative Leave is granted, Compensatory Time shall be authorized to essential personnel. Compensatory Time shall be granted for each hour worked that the College is closed. If an employee is required to work on a holiday, the employee shall be granted compensatory time at the rate of an hour for an hour basis. Compensatory time must be used within twelve (12) months of the date it is earned and can be accumulated to a maximum of 80 hours per calendar year.

Unused Compensatory Time may not be carried over and will not be paid.

Section 4. Notice and Process for Schedule Changes

A. Notice

1. Regular Schedule Changes

The College will not change regular work schedules absent operational need. In the event that the College determines that a change is necessary, it will provide three (3) weeks' notice. In general, employees will adhere to an 8:00 AM to 5:00 PM schedule.

2. Temporary Schedule Changes

In the case of an emergency or other unforeseen circumstance, or when the College's institutional needs require a temporary change of an employee's schedule, the College shall have the right to implement a temporary schedule change with twenty-four hours' notice. A temporary schedule change is one that is in effect thirty (30) working days or fewer. If the

College does not have twenty-four hours advance notice, the College shall notify the employee as soon as possible of the schedule change. Supervisors may make changes to an employee's regular schedule to avoid the payment of overtime or accrual of compensatory time.

Article 14. Shift Differential

Not Applicable.

Article 15. Tuition

In recognition of the importance of tuition benefits for employees of the College and their dependents, the College remission for employees and their dependents will begin after 6 months of employment and a mid-year review of satisfactory or above. Employees need to reimburse the College if they drop a class after the withdrawal date or receive a "D" or below for a BCCC credit class.

Tuition remission will be maintained subject to the reciprocal agreement with the University System as long as the University System maintains a reciprocal agreement with BCCC. The College will follow USM system tuition remission policies and all changes instituted by the University System:

- USM Policy on Tuition Remission for Regular and Retired and Staff Employees of the University System of Maryland VII-4.10
- USM Policy on Tuition Remission for Spouses and dependent Children of Regular and retired Faculty and Staff employees of the University System of Maryland Policy on Tuition Remission for Spouses and Dependent Children of Faculty and Staff VII-4.20

Article 16. Insurance

Health and Other Insurance Benefits.

Bargaining unit employees may participate in health and other insurance benefit plans offered by the State pursuant to the terms of those plans.

Article 17. Pension

Section 1. Retirement Benefits.

Bargaining unit employees may participate in the State's retirement plans in accordance with the plans' eligibility requirements.

Article 18. Parking

The current parking fees for all bargaining employees shall remain in effect for the duration of this MOU.

Should the College experience a loss of a parking facility, the loss will trigger a reopener on the subject of parking and the associated fees.

Article 19. Labor Management Committee

Section 1. Purpose

The College and the Union share a belief that many concerns can be resolved through a mutually constructive, cooperative and participative approach. The College and the Union encourage administrators, supervisors, and employees to resolve concerns in a manner which emphasizes shared communication, including respect for different viewpoints and professional interaction.

To help promote a constructive and cooperative relationship, the College and the Union agree to create a Labor Management Committee as an organized forum for the discussion of issues associated with the implementation of this MOU. Among the specific objectives of the Committee are:

- A. Foster productive communication between the parties;
- B. Provide a forum to discuss issues of mutual concern;
- C. Work to build consensus for joint problem solving and planning;
- D. Communicate and share the activities of the Committee with the College community; and
- E. Make recommendations or reports to the appropriate College divisions, departments or administrators.

Section 2. Authority

The Committees shall have no authority to modify the terms of the parties' MOU, nor bargain for a successor MOU or in any re-opener circumstance.

The Committee shall have no authority to hear or determine grievances. Disputes over alleged contract violations should be pursued through the Article 32. When a recommendation is reached by the committee, it shall be forwarded to the Director of Human Resources and any appropriate department and the relevant Vice President for consideration. Within 30 days of receiving the Committee's recommendation(s), the relevant Vice President shall issue a written response to the Committee addressing its recommendation(s).

Section 3. Membership

The Committee shall be composed of (6) six bargaining unit employees and (6) six representatives from the College. The Committee shall not exceed 12 members. Either party can substitute an alternate for a representative when necessary. Upon mutual agreement of the co-chairs, the parties may invite individuals who are not Committee members to present information to the Committee. Such individuals may be from the College, the Union, or agencies such as the Federal Mediation and Conciliation Service.

Section 4. Meetings

Bargaining unit employees shall be granted 3 hours of release time per month for meetings. Committee members may attend meetings during regular business hours after providing reasonable notification to their supervisors. Supervisors shall not unreasonably deny an employee's request to attend the meeting. Time spent in doing Committee work is work time.

Article 20. Holidays

Section 1. Holidays

All regular full-time employees shall be paid for thirteen (13) official State Holidays. The annual Holiday schedule shall be distributed by the Human Resources Department. BCCC shall observe the following Holidays:

- New Year's Day
- Dr. Martin L. King Day
- Good Friday
- Juneteenth
- Independence Day
- Labor Day

- Thanksgiving Day
- Thanksgiving Friday
- Memorial Day
- Christmas Day
- Veterans Day (Observed during winter break)
- Columbus Day (Observed during winter break)
- Presidents Day (Observed during winter break)

If a Holiday falls on a Saturday, it shall be observed on the preceding Friday; if it falls on a Sunday, it shall be observed on the following Monday.

If an employee is scheduled to work on any one of the thirteen (13) official Holidays (excluding holidays observed during winter break), or if the employee's regular scheduled day off falls on a Holiday, then the employee may schedule the Holiday observance sometime during the 7 days prior to the observed date and 30 days post observed date, with the approval of the immediate supervisor. Such approval will not be unreasonably denied.

The College shall observe the Statewide General Election Day Holiday. Closure when designated by the Governor of Maryland.

All regular full-time employees shall receive one floating holiday at the beginning of the first pay period of the calendar year. An unused floating holiday may not be carried over to the next calendar year. An employee shall not receive or use a floating holiday during his or her probationary period.

Section 2. Holiday Pay

Employees working on a Holiday Winter break shall have the option of receiving cash or compensation time at one and one-half times their regular rate.

Article 21. Leave

Section 1. Annual Leave

A. Rate of Earning Annual Leave

From the beginning of the first year of service through the completion of the twentieth year of employment, an employee who works forty hours per week shall be credited with annual leave at a rate of 6.77 hours per pay period / 22 days per year. An employee may not earn more than one-hundred seventy-six (176) hours of annual leave per year.

From the beginning of the twenty-first year of service and continuing thereafter, an employee who works forty hours per week shall be credited with annual leave at a rate of 7.69 hours per pay period/25 days for year. An employee may not earn more than two hundred (200) hours of annual leave per year.

An employee does not earn annual leave for hours worked in excess of the employee's regular workweek.

B. Use of Annual Leave

1. Generally except in emergency situations, an employee shall make a written request for time off for use of annual leave from his or her supervisor in advance of the date(s) that he or she wants to use annual leave. Supervisors shall grant or deny the request in writing within one week of the request. If the supervisor is on leave or unavailable, his/her designee shall approve or deny the leave within one week of the request. Employees shall not take annual leave in excess of the hours they have accumulated. Employees shall not have a limitation on the amount of annual leave he/she is requesting or used as long as the employee has the leave to use.

Employees must give 60 days' notice prior to taking the leave for leave in excess of 30 days (except in the case of an emergency).

2. Limitations

Employees working in the following departments shall not take Annual Leave in excess of two (2) consecutive days during the following periods, except if approved by the Supervisor or Designee:

- A. By employees in Students Affairs, Financial Aid, Bookstore and Cashier's Office, during the Fall and Spring Early and General Registration and add/drop week;
- B. By employees in General Accounting during July and August.
- C. By employees in ITS in August, September and January, except that a maximum of one programmer, one network engineer, and two computer information specialists may be permitted to take leave.
- D. By employees in the Library during the Spring and Fall semesters, except each semester at least one employee will be able to take one week of annual leave.
- E. By employees in BCED during Fall and Spring General Registration and one week following General Registration.
 - The definitions of periods that are barred for more than two consecutive days of annual leave are as follows: Registration (Includes Early and General)
 - Spring Between 20 and 17 wks BTDCS 3 wks BTDCS 1 wk ATDCS
 - Fall Between 20 and 17 wks BTDCS 3 wks BTDCS 1 wk ATDCS

BTDCS means before the date that classes start

ATDCS means after the date that classes start

Leading up to the week before each semester starts, any leave must be approved by the Supervisor or Designee.

3. Advance Requests for Use of Leave

During the months of February and September, employees shall submit

written requests for leave to be used from August through January, and February through July, respectively. These written requests shall be submitted to the employee's supervisor by the first day of the second week in February and September. During the first week of February and September only those employees who are carrying 400 hours or more of accrued annual leave shall be able to request advanced use of leave.

Conflicts among employees with more than 400 hours of banked time shall be settled by total hours of banked time. After the first week of February and September when there is a conflict in scheduling leave the conflict shall be resolved based upon continuously rotating seniority.

The College encourages employees to take advantage of the advance leave request procedure in February and September, so that supervisors and employees can make appropriate plans. Employees may still make leave requests on other occasions. When leave requests are submitted outside of the February and September leave-scheduling process, the request shall be considered on a first come, first serve basis, rather than based upon continuously rotating seniority. No leave shall be cancelled if it has been approved 14 days or more in advance of the first day of the leave unless the employee agrees.

The College shall try to schedule the break during the same time as the spring break for Baltimore City Public Schools.

C. Accrued Annual Leave

Employees who work a forty (40) hour workweek shall not accumulate or carry over more than 600 hours of accrued annual leave from one calendar year to the next. Part-time employees may accumulate and carry over a maximum number of hours determined on the basis of the percentage of a forty-hour workweek they work. Accumulated and unused leave shall be forfeited. Upon termination of employment, after successful completion of the initial probationary period, employees shall be paid for their unused accrued annual leave up to 400 hours. In the event that the State increase leave payout in excess of 400 hours the College will reopen negotiations of the Current MOU.

D. Contractual Conversion

Contractual employees who convert to regular employee status shall accrue leave based upon their initial date of employment as a contractual employee as long as their service is continuous. Contractual employees shall not be credited with leave for the period of time that they were contractual employees.

E. Rate of Accrual Upon Return to Service

A non-temporary employee who returns to College service shall be credited for previous State or College service if the employee had satisfactory performance and at least 180 days of continuous service in an allocated position and returns to state service within a 3year period.

The College shall consider an employee's performance to have been satisfactory

unless the employee's most recent personnel evaluation before separation denotes unsatisfactory performance. An employee returning to College service shall accrue leave at the effective rate based upon years of actual service.

Section 2. Personal Leave

All full-time employees shall be granted three (3) days of personal leave at the beginning of the first full pay period of the calendar year. Unused leave days may not be carried over beyond the first full pay period in the next calendar year. A supervisor may not deny an employee the right to use personal leave unless the supervisor is not notified prior to the start of the leave.

Section 3. Payout upon Termination of Employment

An employee whose employment terminates after working for the College for at least six (6) months shall be paid his or her accumulated annual leave and compensatory time at a rate of compensation equal to the greater of: (1) the average regular rate received by the employee during the last three (3) years of employment or (2) the final regular rate. An employee who transfers to another State agency shall have his or her leave balances transferred from the College to the employee's new employing agency if the agency will accept the transfer.

Section 4. Religious Observance Leave

An employee may elect to work overtime to earn compensatory time for an absence for religious observance. An employee's request to earn compensatory time for use for religious observance shall not be denied if the modification to the employee's schedule does not interfere with the efficient operation of the College. An employee's supervisor shall reasonably accommodate an employee's request to use leave for religious observance when the employee is scheduled to work on a College holiday if accommodations can be made without serious interference with the efficiency of the College. If a reasonable accommodation cannot be made, the supervisor may deny the leave request.

Section 5. Winter Break

The President shall designate six (6) days for a paid Winter Break.

An employee required to work during the Winter Break shall be compensated according to Article 20, Section 2: Holiday Pay (excluding weekends attached to the Winter Break).

Six (6) days observed during the Winter break:

Veteran Day

Presidents Day

Columbus Day

Three (3) administrative leave (winter break) days

Section 6. Administrative Leave

Administrative Leave may be granted at the sole discretion of the President

Section 7. Jury Service and Legal Actions Leave

An employee who is selected for jury service shall notify his or her supervisor without delay. An employee who serves as a member of a jury is entitled to leave with pay so

long as the employee's jury service occurs on a regularly scheduled workday and the employee provides documentation.

Leave of absence with pay shall be granted to employees for time spent in jury duty, appears before or is a member of a grand jury or if the employee is subpoenaed to appear in a court proceeding, before an administrative agency, or for a deposition, and is neither a party to the action nor a paid witness. If an employee is dismissed from jury duty or released from his or her appearance in court, before an agency or at a deposition, and if after being released an employee has more than two hours left in the normal shift for that day, then the employee shall return to work for the balance of the scheduled workday. An employee on a non-standard shift with hours outside of the 8 a.m. to 5 p.m. range shall not be required to report to work on the day that they have jury duty.

Section 8. Definition of a Child for Purposes of Sections Bereavement Leave, Sick Leave and FMLA

For purposes of the College's leave policies on Family and Medical leave (used for the care of a sick child), Sick Leave and Bereavement Leave, a child is a person who is the son or daughter of an otherwise eligible employee and who is under eighteen (18) years of age, or who is eighteen (18) years of age or older and incapable of self-care because of a mental or physical disability during the period of serious illness. The child may be the biological, adopted, step or foster child of the eligible employee. The term child also includes someone who is the legal ward of the employee or someone for whom the eligible employee has provided sufficient, notarized affidavit(s) and proof of financial dependence that the employee is standing in loco parentis.

Section 9. Family and Medical Leave

A. Generally

The College shall provide an employee with a serious health condition or an employee whose spouse, child or parent has a serious health condition, with Family and Medical Leave in accordance with the Family and Medical Leave Act. An employee is eligible for twelve weeks of Family and Medical Leave during a rolling 12 month period. An employee must exhaust all available forms of paid leave, including sick, annual, personal and compensatory time, before taking unpaid leave. Available paid leave shall run concurrently with FMLA Leave.

B. Birth or Adoption.

An employee who has been employed by the College for a period of at least one year in a permanent full-time position and who is responsible for the care and nurturing of a child may use, with certification of the birth or adoption, up to thirty (30) days of accrued sick leave for the time period immediately following the birth of the employee's child or the placement of a child with the employee for adoption. If two College employees are responsible for the care and nurturing of a child, a maximum of 40 days may be shared, not to exceed 30 days for one employee.

C. Employees should notify their supervisors as far in advance as possible of their desire to use Leave after birth or adoption and must provide documentation of birth or adoption placement.

- D. If the employee's absence qualifies as FMLA leave, the college shall provide the employee with written notice that the employees' leave is being designated as FMLA leave. The College shall not discriminate against any employee who has exercised rights protected under the FMLA.
- E. An employee must exhaust all available forms of paid leave, including sick, annual, personal and compensatory time, before taking unpaid leave.
- F. Use of intermittent or short-term family medical leave allowed.
- G. Intermittent leave in intervals as short as a day or part of a day are allowed under Family Medical Leave. If a serious health condition flares up on sporadic or intermittent basis, an otherwise qualified employee has a right to use family medical leave if requested.
- H. Reduced schedule must be granted if a health care provider certifies the need for a reduced schedule (reduced hours in the day or reduced days in the week, etc., then the request for a reduced schedule must be granted.

Section 10. Sick Leave

A. Accrual of Sick Leave

Employees shall be credited with one-and-a-half (1-1/2) hours of sick leave for each twenty-six (26) hours worked, up to a maximum of fifteen days (not to exceed one hundred and twenty hours) of sick leave per year. Sick leave is not earned for hours worked in excess of an employee's regular workweek, nor for hours is an employee on leave without pay. Sick leave may be accumulated without limitation.

B. Use of Sick Leave

Use of sick leave shall be limited to the following purposes:

1. for the illness, injury or disability of the employee;
2. for death, illness or disability of a member of the employee's family;
3. for a medical appointment of the employee or a member of the employee's immediate family;
4. following the birth of the employee's child; or
5. when a child is placed with the employee for adoption.

Employees do not receive payment for accrued sick leave upon the termination of employment. Unless an employee objects, accrued sick leave shall be placed in the Leave Bank, described in Section D below, upon the termination of employment. Upon retirement, employees are granted 1 month of creditable service for each 22 days of unused sick leave and their leave is not placed in the Leave Bank.

C. Certification of Illness or Disability

An original certificate authenticating the employee's illness or disability resulting in his or her unavailability for work shall be presented to the employee's immediate supervisor for leaves of five or more days. A supervisor or the Director of Human Resources may require a certificate for leaves of fewer than five days

only when there has been a demonstrated abuse of sick leave and only after the employee has been warned about their leave usage.

D. Sick Leave Bank

An employee may be eligible to donate, and request for use of leave from the State's Sick Leave Bank, so long as the employee meets all of the State's criteria for participation and satisfies all of the State's procedural requirements. An employee requiring leave from the Sick Leave Bank shall submit the completed requisite form to Human Resources as far in advance of the need for the leave as possible.

E. Employee-to-Employee Sick Leave Donation

An eligible employee may donate sick leave to another State employee, as long as the donor employee has at least two hundred and forty (240) hours of sick leave remaining after the donation. There is no limit on hours that can be donated when donating from other balances (annual, personal).

An employee may receive donated leave from another State employee if he or she has exhausted all forms of their own leave, meets all of the State's criteria for participation and satisfies all of the State's procedural requirements subject to Human Resources Verification. The College encourages employees to voluntarily participate in the State's employee to employee leave donation program. However, it is the employee's responsibility to secure sick leave donations.

F. Advanced Sick Leave

The College may advance up to sixty (60) days of advanced sick leave to an employee in any twelve month period for the employee's own serious illness or disability if the employee had used all leave with pay which has been credited to the employee. The employee shall submit a request for advanced sick leave in writing to the College's Director of Human Resources. The Director of Human Resources shall provide written notice of the approval or disapproval of the request to the employee.

The employee shall agree in writing that any advanced sick leave must be repaid in accord with this Article. The use of advanced sick leave by an employee constitutes a debt for which payment shall be enforceable upon the employee's return to work, and shall continue to be enforceable upon the employee's transfer from one agency to another or upon termination. Reimbursement shall be made at the minimum rate of 1/2 of the rate of sick leave and annual leave earned, and at the employee's discretion by applying credited annual leave, personal leave, sick leave, compensatory leave or cash payments. Any leave accrued during the period of advanced leave will be applied to the leave.

G. Extended Sick Leave

An employee may qualify for extended sick leave with pay for their own illness or disability if the employee had been employed by the State for at least five years and has exhausted all paid leave that is available to him or her.

An employee's continuous absence while using earned leave, advanced sick leave and extended sick leave shall not exceed a total of fifteen months.

The employee shall submit a request for extended sick leave in writing, together with supporting documentation to the College's Director of Human Resources. The Director of Human Resources, after consultation with the President shall provide written notice of the approval or disapproval of the request to the employee.

H. Abuse of Sick Leave

The College shall take appropriate action, which may include counseling and/or discipline, up to and including termination of employment, when an employee abuses sick leave and such abuse prevents the employee from performing the essential job functions.

I. Sick Leave Incentive Program

Should the State fund its Sick Leave Incentive Program or direct its agencies to fund it themselves, an employee may cash out forty (40) hours of unused sick leave per calendar year if the employee used no more than forty (40) hours of sick leave during the year and had a sick leave balance of at least 240 hours on December 31 of that year. An employee may cash out fifty-six (56) hours of sick leave per calendar year if the employee used no more than twenty-four (24) hours of sick leave during the year and had a sick leave balance of at least 240 hours on December 31. For purposes of determining eligibility for cash out, sick leave that is donated or is used for a death in the family does not count as sick leave usage, but will affect an employee's balance.

Section 11. Bereavement Leave

- A. A maximum of 3 bereavement leave days may be granted in the event of the death of any member of the employee's immediate family. An additional 2 days of sick leave may be used in the event of the death of any member of the employee's immediate family. Immediate family shall be defined as spouse, children, parents, stepparents, foster parents, legal guardians or others who took the place of parents of the employee or the employee's spouse, grandparents or grandchildren of the employee or the employee's spouse, brothers and sisters of the employee or the employee's spouse, or any relative living in the employee's household.
- B. A maximum of 1 bereavement leave day (sick) may be granted in the event of the death of any member of the employee's extended family. An additional 2 days of vacation, personal or compensatory leave maybe requested. Extended family is defined as aunts and uncles of the employee, or the employee's spouse, nephews and nieces of the employee, or the employee's spouse, brothers-in-law or sisters-in-law of the employee, or the employee's spouse, and sons-in-law and daughters- in-law. If an employee requires additional time off, the employee's supervisor shall make reasonable efforts to arrange the employee's work so that the employee may use his or her accrued leave for this purpose.
- C. If the State changes its leave policy to provide five bereavement days to employees under certain circumstances, the College will also provide five

bereavement days in the same situations.

Documentation shall be provided to the Office of Human Resources.

Documentation must be shown to identify the date of the funeral and relationship to the employee.

Section 12. Leaves of Absence Without Pay

- A. An employee may request a leave of absence without pay:
 - 1. For personal reasons not to exceed thirty (30) calendar days;
 - 2. The amount of time permitted by the FMLA if the employee is eligible for leave under the FMLA;
 - 3. Up to a maximum of six (6) months, for the employee's documented temporary personal illness or disability, when there is medical documentation that the employee can return to the employee's full range of duties.
An employee whose request for leave without pay is granted shall not be separated from the payroll. No leave is accrued during a period of leave without pay.
- B. The College may approve an unpaid leave of absence for a greater period of time than specified in A. above. Such an extended leave without pay may not extend beyond two years, except for leave to enter the armed forces. In no case shall an unpaid leave extend beyond two years. An employee on an extended leave of absence without pay shall be separated from the payroll. If such leave is granted, that does not entitle the employee to return to the same position that the employee vacated or any other position in the College.
 - 1. The College shall mail an employee who is on leave a notice advising them that they will be separated from the College before the action is taken.
 - 2. If a vacancy exists, the employee shall be restored to his or her classification. If the employee cannot be restored, the employee may request that the College place the employee's name on the appropriate list as a reinstatement candidate. An employee who fails to notify the College in writing prior to the expiration of the leave without pay of the employee's desire to return to duty shall be considered resigned from the College.
 - 3.
- C. Union Leave without pay
In the event a bargaining unit member is elected or appointed to a statewide union office, the College agrees to provide that individual, upon request, with an unpaid leave of absence not to exceed two (2) years. The union may also designate up to 2 employees a calendar year to participate in its lost time program for up to 3 months. An employee whose request for leave without pay for this program is granted shall not be separated from the payroll. No leave is accrued during a period of leave without pay. Employees participating in this program shall be placed in their previous position upon return to the College.

D. No Retaliation

The College shall not retaliate against any employee because he or she takes a leave of absence when he or she is entitled to and in accordance with this Article.

1. Except for leave of absence for military purposes, an employee granted leave of absence without pay for more than thirty (30) calendar days, and who is ready to return to duty at or prior to the expiration of the leave, shall notify the College of the employee's readiness to return.

Section 13. Military and War Leave

An employee who is a member of a Reserve Unit of the armed forces or National Guard Reserve shall be entitled to leave for military training for a period of not more than 15 workdays annually with pay and without charge against leave. Employees of the College are covered by the Uniformed Services Employee and Reemployment Rights Act (USERRA), 38 USC §§ 4301 through 4333. This law helps to preserve rights to leave afforded by the FMLA.

The College shall provide military administrative leave to eligible employees according to State law.

Section 14. Disaster Leave

Disaster service leave is leave with pay granted to an employee by the College to support the mission of the American Red Cross in giving aid to the citizens of the State of Maryland and neighboring states.

A. Requests for Disaster Service Leave

An employee may request disaster service leave with pay if the American Red Cross or similar organization:

1. Requests the services of the employee during a declared disaster;
2. Certifies that the employee is a disaster service volunteer; and
3. Designates the disaster as Level II or above, in the regulations and procedures of the National Office of the American Red Cross

B. Amount Allowed. An employee may use up to 15 days of disaster leave in a 12-month period, only with the approval of the Office of Human Resources. Disaster Service leave shall not be unreasonably denied.

C. Claim Status. For the purpose of workers' compensation and the Maryland Tort Claims Act, an employee is deemed not to be a State employee while on disaster service leave.

Section 15. Paid Leave Following a Positive Tuberculin Skin Test

An employee is entitled to receive appropriate health care to be provided by the College and leave with pay in accordance with subsection (b) of this section, if:

- A. The employee has a positive tuberculin skin test result on a test taken, and, or:
- B. The Secretary of the Department of Health and Mental Hygiene determines that, for public health reasons, the employee should not work for a given period of time.

Period of leave - Leave granted to an employee under this subsection for public health

reasons may not exceed 90 days. If it is determined that a longer absence is medically required, the employee may use other forms of leave to the extent authorized under this MOU.

Section 16. Organ Donation Leave

A. Leave Available for Organ Donation in Any Twelve Month Period

1. Length of time available.

In any twelve (12)-month period, an employee may use up to seven (7) days of organ donation leave to serve as a bone marrow donor and thirty (30) days of organ donation leave to serve as an organ donor.

2. When leave available.

Organ Donation Leave may be used only for the actual donation procedure, the preparation for the actual donation procedure and recovery from the actual donation procedure. It may be used in increments in one (1) hour or more.

B. Applications for Leave

An employee or his or her authorized representative may request Organ Donation Leave by submitting: (1) the appropriate request form and (2) the medical documentation required as indicated on the form, to the Director of Human Resources. The College shall render its decision on the request for Organ Donation Leave within five (5) business days of the Director of Human Resources' receipt of the request.

Leave shall be provided retroactively if the employee had to make his or her donation before receiving approval and the leave is otherwise approved in accordance with this Article. If there is any question about medical documentation, it shall be forwarded to the State Medical Review Director for review.

Organ Donation Leave shall be denied only if the employee fails to provide the medical documentation that is required to establish his or her status as a donor.

C. Confidentiality of Medical Documentation

Medical documentation submitted with the request for Organ Donation Leave shall be treated as confidential medical information and shall be disclosed only to those who need to know its contents as part of the review, evaluation and approval process. The failure to maintain the confidentiality of medical information shall subject an employee to disciplinary action up to and including termination of employment.

Section 17. Transfer of Leave Earnings

An employee who transfers to a position at the College from another unit of the State government, and vice versa, shall do so without loss of leave earned or credit for State employment. Personal leave will be adjusted according to the 24 hour limit granted by the College.

Section 18. Accidental Workplace Injury

A. Generally

Maryland State Workers' Compensation Insurance and the State Personnel and Pensions Laws cover employees sustaining injuries in the performance of their duties at a BCCC site during their scheduled work time. The College shall abide by those laws and the regulations related to them.

Leave benefits apply to employees who are unable to return to work as a result of workplace injuries. Within two years of the injury, employees may file a claim directly with the Workers' Compensation Commission.

B. Reporting

1. The employee, or an individual acting on the employee's behalf, shall provide oral or written notice of the accident to the College immediately after the accident occurs. Immediately shall be defined in this case as being within 2 work days after the injury unless the employee is incapacitated to the extent that they are unable to participate in providing notice.
2. The employee or an individual acting on the employee's behalf and the employees' supervisor shall complete a first report of injury and provide this report and any available health care provider reports to the College within 3 working days after the incident occurs.

C. Medical treatment:

Emergency injuries are to be handled by 911 emergency response. For non-life threatening injuries, the employee shall be referred to a College selected medical provider for evaluation and treatment.

D. Work-Related Accident Leave

1. Introduction

Eligibility for work-related accident leave shall be governed by Maryland's Workers' Compensation Law and State Personnel and Pensions Article, Title 9, Subtitle 7, Annotated Code of Maryland. Work Related Accident Leave is not earned, accrued leave. It is governed by SPP §§ 9-701 to 705. Accident leave shall equal two thirds of the employees' regular pay which may be excluded from federal adjusted gross income and therefore is not subject to either federal or state income tax. An employee may be entitled to work-related accident leave if available prior to the determination of compensability made by the Workers' Compensation Commission.

2. Timing

- a. An employee may use work-related accident leave beginning on the first day of disability that an employee cannot work due to a work-related injury and shall continue until the earlier of (1) the day that the employee is able to return to work as certified by a physician or (2) 6 months from the day of disability.

b. After an employee returns to work, work-related accident leave may be granted for continuing treatment as certified by a physician selected by the appointing authority up to 6 months from the day of the original disability.

c. Work-related accident leave may be granted for up to an additional 6 months if: (1) the employee is certified by a physician selected or accepted by the College or (2) no decision has been reached by the Workers' Compensation Commission on the employees' claim.

E. Non Compensable Injuries

1. If a Workers' Compensation Commission order determines that the injury is not compensable, the College shall correct the employee's leave record to reflect a conversion of the work-related accident leave which was granted in advance of the notification. The employee shall notify the College as to what category of the employee's accrued paid leave shall be used for the conversion. If the employee does not have accrued leave with pay, then the conversion shall be for leave without pay.

2. Eligibility for Workers' Compensation

- a. In addition to Accident leave, an employee has the right to file a claim with the Workers' Compensation Commission.
- b. Within two years of the injury, employees may file a claim directly with the Workers' Compensation Commission.

F. Employee Medical Reports

The employee shall receive copies of all medical reports that the College obtains that are related to the employee's accident leave.

Section 19. Accrued Leave and Maintenance of Benefits and Seniority during Periods of Leave

Employees continue to accrue leave during periods that they use paid leave. Leave shall not accrue when an employee is taking unpaid leave. Employees maintain their seniority during periods of leave. Employees are also entitled to maintain benefits, subject to any of the requirements of the benefit plan(s) to which they subscribe.

Section 20. No Retaliation

The College shall not retaliate against any employee because he or she takes a leave of absence when he or she is entitled to and in accordance with this Article.

Article 22. Release Time- Training, Meetings, Interviews & Union Activity

Section 1. Release Time

- A. Release Time is paid work time for time spent by an employee participating in training, meetings, committees and interviews, as provided in this Article.
- B. Release Time is not earned accrued time. It does not come out of any earned leave balance.

- C. The parties recognize their respective obligations to grant and use Release Time in accordance with this MOU in an efficient and effective manner.
- D. Release time may be used in increments of one (1) hour or more.

Section 2. College Sponsored Committees

Employees shall be allowed to participate in College-sponsored, work-related committees and events with prior supervisory approval. Such approval shall not be unreasonably denied.

Section 3. Staff Development

1. The College encourages and supports its employees' pursuit of educational opportunities by authorizing release time for employees who participate in educational opportunities that are scheduled during the normal work day. An educational opportunity (program) may be a meeting, seminar, conference, workshop, training program, or course. Employees are encouraged to recommend training that would benefit the College and bargaining unit members.
2. Each employee shall complete forty (40) hours of staff development per fiscal year. An employee shall be allowed Release Time to attend a Staff Development Program, as authorized by his or her supervisor or the Director of Human Resources, for career development purposes. Authorization for release time to attend a staff development program shall not be unreasonably denied.
3. Release Time for staff development training purposes may be granted under the following conditions:
 - a. Release time must be pre-approved by the employee's immediate supervisor.
 - b. The College or the State Department of Personnel offers the program.
 - c. The Program does not affect employees in a discriminatory manner.
 - d. Employee's absence does not unreasonably disrupt the normal operations of the College or the office in which the employee works.
 - e. An equivalent program is not available during the employee's non-working hours.
 - f. The Program is job-related or career enhancing. Job-related includes improvement in skills and knowledge currently used in his or her position, recommended by the employee's supervisor, or is in preparation for potential promotion.

Section 4. In-Service Training

If the College requires an employee to participate in an in-service training program, the employee shall use release time for time spent in the training and travel time in excess of the employee's regular commute time. An employee shall not normally be scheduled to work the shift immediately before or after the training. However, this scheduling shall be permitted if an employee volunteers for it or if the employee is assigned to a shift on an overtime basis to meet minimum staffing requirements.

Section 5. Job Interviews and Examinations

Employees shall be allowed up to 4 hours of release time to take examinations and to attend interviews for College and State positions.

Employees shall obtain prior approval from his or her supervisor of the interview or examination leave request and shall provide his or her supervisor documentation from the interviewer verifying the employee took the examination or attended the interview.

Release time to take an examination or to attend an interview shall not be unreasonably denied.

Section 6. Union-Related Activities

- A. On July 1 of each year, the College shall credit the Union's release time account with one day of release time for each five (5) bargaining unit members. Release time used in accordance with this section shall be charged to this release time account. No release time shall be granted in excess of the Union's account balance on July 1.
- B. The Union may designate employees to use the Union's accrued time for Union business such as Union-sponsored labor relations training, State or area-wide committee meetings or State or International conventions. The employee shall be permitted to use release time when he or she provides his or her supervisor with notice and the time off will not otherwise be unreasonably denied.
- C. Generally, reasonable notice for such meetings is at least twenty (20) calendar days. The supervisor shall grant or deny the employee's request to take Union-Related Activities leave within seven (7) calendar days. A request shall not be unreasonably denied.

Article 23. Acting Capacity

Section A. Acting Capacity Pay

An employee assigned to perform the duties associated with a classification with a higher rate of pay than that of the employee's classification shall receive the hourly rate applicable to the higher classification. This higher rate of pay is Acting Capacity Pay. Prior to accepting the acting capacity appointment, the employee will be notified in writing of the duties expected. Acting Capacity Pay shall be paid for the period in excess of five (5) continuous work days.

The initial period of Acting Capacity Pay shall be limited to six (6) months or less and may be extended for period up to six (6) months. An employee in Acting Capacity shall not be relieved of such capacity prior to the completion of the five -day waiting period for the purpose of avoiding Acting Capacity Pay. The College shall not rotate employees in an acting capacity position to avoid acting capacity pay, nor shall employees be recurrently scheduled in an acting capacity position without compensation. An employee shall not be required to accept an acting capacity assignment if he/she would suffer a loss in pay.

The performance evaluation of the employee working the duties of a higher pay rate shall reflect the added responsibilities the employee performs.

Acting Capacity appointments are voluntary. No employee shall be disciplined or retaliated against for rejecting an opportunity to work in an acting capacity appointment.

Employees who do not satisfactorily perform the required elements of the higher classification shall be returned to their position instead of suffering formal disciplinary action.

Section B. Increased Responsibilities Pay

An employee assigned to both their own job responsibility and significant responsibilities from a separate role of equal or lower classification shall be considered for increased responsibilities pay. Should an employee be assigned to such a dual capacity their supervisor shall request that Human Resources increase the affected [pay] by as much as 15% of their base pay.

The initial period is limited to six (6) months or less and may be extended for a period up to six (6) months.

Increased responsibility appointments are voluntary.

Employees who do not satisfactory perform the required elements of the dual capacity shall be returned to their position instead of suffering formal disciplinary action. The performance evaluation of the employee in dual capacity shall reflect the added responsibilities the employee performs.

Article 24. Job Classification, Reclassification and Workload

Section 1 Generally

Employees will be classified based on duties, knowledge, skills and abilities.

Section 2. Job Study

When the employee (and Union representative, if chosen) and supervisor believe a position is incorrectly classified a request may be submitted to study the position. Such study shall be completed within 90 calendar days unless a study of the job in question has been completed within the previous twelve months and the job duties have not changed. The employee (and the Union representative, if chosen) will be provided with a copy of the Employer's findings upon request. The Employer will apply its established classification guidelines in a fair and equitable manner.

Section 3. Reclassification

A reclassification is defined as a change in a position from one classification to another classification due to a significant change in duties and responsibilities of the current position. This may occur when the duties assigned to a position fit better in a higher classification than they do in the current classification.

When additional duties are assigned to a filled position that may warrant its reclassification and there is more than one qualified candidate in an organizational unit, documentation indicating the specific reasons for selecting the qualified candidate to whom the additional duties were assigned shall be retained for three years.

Section 4. Workload

The College shall assign workloads as equitably as possible. The College shall consider redistributing staff or positions among the College's programs, shifts, or work sites or other means of alleviating excess workload and shall specifically consider hiring additional staff where there are chronic workload problems.

If an employee believes that his or her workload is unreasonable and the employee's supervisor is unable to satisfactorily address the employee's concerns, the employee may request that Human Resources conduct a workload audit. The employee, the employee's supervisor, and the Human Resources Director or his or her designee will meet within 15 days of such request being filed. The employee may have a union representative at any such meetings. The College will notify the employee of its decision within 60 days from the date the workload audit request was filed.

Section 5. Contractual Conversion

Current contractual personnel have the option to apply for open PIN positions and to pursue such openings on a competitive basis. The College may designate a vacant PIN for conversion. Contractual employees will be considered for conversion subject to the following criteria:

- Three (3) years or more of consecutive service to the College; Education can be substituted for years of service:
 - One year of relevant education at the undergraduate level may be substituted for one year of required work experience. In general, when equating education and experience, 2.5 credit hours will be considered to be equivalent to one month of experience
- Meets the minimum qualifications;
- Has position related experience;
 - One year of relevant work experience may be substituted for one year of required education
- Has a meets standards performance evaluation or better. If employee did not receive an evaluation, the evaluation will automatically default to meets standards.

A contractual employee may be appointed to a PIN only when there are no qualified candidates for the position in the unit. In the event there are multiple eligible candidates within the unit, a five (5) day internal competitive search will be required. The converted permanent position should be essential to operations and the College's mission. Converted PINs will not be used for peak or seasonal needs which can be met using part-time personnel.

Article 25. Promotion, Transfer, Demotion

Section 1. Promotions

Employees may apply for any vacant positions at the College that may provide a promotional opportunity as long as they meet the minimum qualifications for the position. All qualified candidates in the applicant pool will complete a competitive

process prior to a selection being made.

The College agrees to develop a selection plan that will (1) contain a job announcement for the vacant position; (2) list the minimum qualifications and (3) include job related selection criteria that assess the knowledge, skills and abilities required for the position.

All College positions will be posted for a minimum of (2) two weeks. For the purposes of recruitment of positions within the State Personnel Management System, the College shall follow the policies of the Department of Budget and Management.

The College shall make a selection from among the candidates who meet the minimum qualifications for the position. Applicants shall be evaluated based upon position related:

- A. Experience (including length of State, College and contractual employee service, and where possible, allow for the substitution of experience for educational criteria;
- B. Education;
- C. Knowledge skills and abilities.

In the event that any two or more applicants are equal, State, College and contractual service shall serve as the tie breaker. If requested, the supervisor and a human resources representative shall meet with a College employee candidate who was not selected for the position to discuss the ways that the employee may be able to improve his/her chances for possible future promotional opportunities.

In the event that the College creates a new Police Officer I position or fills a Police Officer I vacancy, it shall conduct a position specific recruitment (internal) search. Building Guards (Building Security Officers) who are otherwise qualified shall be considered for the opportunity in accordance with Section A. The selected candidate shall be reclassified as a Police Officer Trainee and the College shall send the person to the MPCTC approved training course. If the College must pay for the employee's training, the employee shall reimburse the College if he or she voluntarily leaves the College within 24 months from the date that the employee completes the training. Reimbursement shall occur at the time the employee leaves the College. If the employee fails to complete his or her training successfully, he or she may return to a vacant Building Guard (Building Security Officer) position if available, however, the College shall not send the employee to training again. If the employee leaves the College for any reason other than a medical disability (during the training), the employee shall reimburse the College for all training costs.

Section 2. Transfer.

A. Voluntary

An employee may apply for transfer to a vacant position of the same classification or another classification of the same grade for which the employee meets the minimum qualifications.

B. Involuntary Transfer

The College may reassign any employee from a position to another position for which the employee meets minimum qualifications, in accordance with any legal requirements. As a result of a departmental, divisional, or College-wide reorganization, the College reserves the right to re-align staff and positions to best serve the interests of the College, and to do so according to the MOU and the law.

The College shall provide at least ten (10) working days' notice before involuntarily transferring an employee. Transfer is defined as a change in reporting structure of employee.

Section 3. Demotion

- A. A demotion is a change from a classification with one pay range to a classification with a pay range with a lower maximum rate of pay.
- B. A demotion may be made:
 - 1. voluntarily;
 - 2. as a form of discipline; or
 - 3. when, upon promotion or reinstatement to a position in the non-exempt bargaining unit, the College determines that the employee is unable or unwilling to satisfactorily perform the duties of the position during the probationary trial period.
- C. An employee who applies under B (1) for a voluntary demotion shall be considered for the position along with other eligible applicants who have also applied for the same position.
- D. If, a demotion is made under B(3) above, the College shall in accordance with the law during the probationary period:
 - 1. return the employee to his or her former position if it is vacant; or
 - 2. demote the employee to a position comparable to the employee's position within the appointing authority's jurisdiction.
- E. If a demotion takes place, the wage in the lower pay range shall be the level or step that is closest to the employee's current rate of pay but not more than the employee's current salary.

Section 4. Retirement Notification

To allow for a transition period, employees are encouraged to provide 30 days or more advance written notice of retirement to his/her Department Head and the Department of Human Resources whenever possible. Not providing 30 days' notice will have no negative impact on an employee's ability to retire.

Article 26. Probation or Trial Period Following a Promotion

Section 1. Probation for New Employees

A. Generally

Newly hired employees (employees whose appointment is their first appointment as a state employee) are probationary employees for six months. The employment of a probationary employee may be terminated at any time, for any reason. The College shall give the employee a notice of termination at least 10 days before the effective date of the termination, but it may suspend the employee with pay between the date of the notice and the effective date of the termination.

The original probationary period may be extended on a one-time basis up to three months at the College's discretion.

The sole basis for an appeal of the termination of employment while on original probation is that the action was illegal or unconstitutional.

B. Successful Completion of the Probationary Period

In order to successfully complete the probationary period, an employee shall demonstrate proficiency in the duties and responsibilities associated with the position. A rating of overall "meets standards" (or in the case of a rating of "good") on an evaluation shall indicate proficiency in the duties and responsibilities associated with the position.

With that goal in mind, it is the College's responsibility and where applicable the supervisor's responsibility to properly explain the duties and responsibilities of an employee's position to the employee, provide the employee with a written position description and otherwise orient the employee to the operations of the employee's unit.

Periodically during the probationary period, the employee's supervisor shall confer with the employee about the employee's performance and improvements in that performance that are necessary to satisfactorily complete probation. At the end of an employee's first 90 days of probation, the employee shall receive a written evaluation of the employee's performance and any recommendations for improvement. If the College extends an employee's probationary period, the employee shall receive additional written evaluations (i) at the end of the employee's initial probationary period; and (ii) at the midpoint of the extension period. The immediate supervisor shall maintain accurate records and documentation of the above actions.

C. Contractual Conversion

An employee who has worked in a contractual position for a period of at least six months immediately preceding the date of conversion from a contractual position to a regular position shall not serve a probationary period. If the employee has worked in a contractual position for a period of less than six months, the employee shall serve a probationary period that would be, when added to the length of time the employee served in the contractual position, six months.

Section 2. Returning Employees

A. Return Within Less Than One Year from Date of Separation.

An employee who is reinstated within one (1) year after separation to a classification in which the employee previously completed a probationary period shall not serve another probationary period. If an employee did not complete probation before separation, the employee shall serve a new probationary period.

B. Return After One Year from Date of Separation.

An employee who is reinstated more than one (1) year after separation shall serve a trial period pursuant to Sections 3 and 4 below.

Section 3. Trial Period for Current Employees

A. Generally

Current employees shall serve a trial (probationary) period of three (3) months when:

1. transferring to a different job classification with a substantially different job description or duties within the College; or
2. appointed to a position following a competitive promotion.

The trial period (probationary period) for transferred employees may be extended on a one-time basis for an additional 30 days at the College's discretion. In order to successfully complete the probationary period, an employee shall demonstrate proficiency in the duties and responsibilities associated with the position. A rating of overall "meets standards" (or in the case of a rating of "good") on an evaluation shall indicate proficiency in the duties and responsibilities associated with the position. With that goal in mind, it is the College's responsibility and where applicable the supervisor's responsibility to properly explain the duties and responsibilities of an employee's position to the employee, provide the employee with a written position description and otherwise orient the employee to the operations of the employee's unit.

Periodically during the probationary period, the employee's supervisor shall confer with the employee about the employee's performance and improvements in that performance that are necessary to satisfactorily complete probation. At the end of an employee's first 45 days of probation, the employee shall receive a written evaluation of the employee's performance and any recommendations for improvement. If the College extends an employee's probationary period, the employee shall receive additional written evaluations (i) at the end of the employee's initial probationary period; and (ii) at the midpoint of the extension period. The immediate supervisor shall maintain accurate records and documentation of the above actions.

B. Rejection during a trial period

Notice of a rejection during a trial period shall be in writing with a copy to the union. The College shall provide notice at least 10 work days before the effective date of the termination. The notice shall state the reasons for the termination, the effective date, and the appropriate appeal route. If the rejection during the trial period is for a reason specified in the section of this MOU on automatic termination, then the College may disregard the requirement for 10 days' notice and immediately submit a written termination notice to the employee with a copy to the union.

When the College determines that an employee is unable or unwilling to satisfactorily perform the duties and responsibilities of the position, the College shall either:

1. return the employee to his or her former position, if it is vacant; or
2. if that position is not available, demote the employee to a comparable position.

Employees serving probation following a transfer may grieve a demotion or termination under the Discipline Article of this Agreement.

Article 27. Performance Evaluations

Section 1. Generally

Evaluations are performance management tools. Employee job performance shall be evaluated in accordance with this Article.

The College will use the Performance Evaluation Form as agreed to by a joint management and Union bargaining team that is distinct from the Labor Management Committee. The agreed upon form will be incorporated into the MOU as an appendix. There are NO written changes to the MOU (exempt, non-exempt, SPO) documents but to ensure that Performance Evaluation FORMS are included in all (3) MOUs and listed in Table of Contents as such.

Nothing in this Article shall prohibit employees and supervisors from communicating about the employee's performance, the relationship between the employee and the supervisor, and the employee's goals for career development at the College, at times other than those specified in this Article. Regular communication feedback between the employee and his or her supervisor is an important component to the employee's performance and development and ultimately to the evaluation process.

Section 2. Performance Ratings

Performance ratings are:

- Outstanding
- Exceeds Standards
- Meets Standards
- Needs Improvement
- Unsatisfactory

Section 3. Performance Standards

Standards shall be specific, attainable, relevant, measurable and fully consistent with an employee's duties, responsibilities and grade as described in his/her job description. Standards and elements will be job and outcome related. Standards and elements shall be provided to an employee in writing at the outset of the rating period and changed during the period only after review with the employee.

If an employee does not have an opportunity to perform work described by a standard or element, that standard/element will not be considered in the performance appraisal process.

Standards/elements shall be applied fairly, objectively and equitably. The College shall take into account equipment and resource problems, lack of training, frequent interruptions, and other matters outside of an employee's control when applying standards/elements to performance. Pre-approved time away from the job including sick leave, personal days, annual leave and authorized duty time for union representational purposes and other authorized activities will not be considered negatively in the application of performance standards and behavioral elements. Evaluations shall fully take into account such approved absences in a measure of timeliness and quantity of work.

Section 4. Procedure

A. Frequency

Employees receiving a performance rating of "Meets Standards" or above shall receive an annual performance evaluation to be conducted at the end of the fiscal year, June 30th. Employees receiving a performance rating below "Meets Standards" shall receive two

written performance evaluations per year: (1) a mid-year performance evaluation and (2) an end-of-year performance evaluation including an overall performance rating.

B. Preliminary Performance Evaluation

1. A supervisor shall prepare a preliminary performance evaluation for each employee for which the supervisor has primary direct responsibility.
 - a. If the employee's supervisor is unavailable, the highest ranking manager with the best knowledge of the employee's performance shall prepare the appraisal.
 - b. If an employee is transferred, demoted or promoted, he or she shall be given an exit appraisal, and it shall be used in conjunction with his or her new supervisor's year-end appraisal.
 - c. If the employee has been working under a new supervisor for at least six months, the employee and the College may mutually agree not to use the former supervisor's appraisal.
 - d. If two appraisals are used, they shall be averaged in accordance with the number of months in the performance period measured by each appraisal.
2. The College may review a preliminary evaluation before the supervisor presents it to the employee.

C. Employee self-assessment.

Each employee shall prepare a written self-assessment that includes the following:

- A self-evaluation of the employee's own performance during the relevant rating period;
- Suggestions for ways that the employee and the employee's supervisor can enhance the employee's contribution to the College's mission, goals, and objectives; and
- Suggested training and/or other methods to promote the development of the employee's career objectives at the College.

D. Meeting for Review and Discussion

An employee and the employee's supervisor shall meet to review and discuss together the employee's self-assessment and the supervisor's assessment. The employee must be notified of the date of the meeting at least five (5) days prior to the date of the review and the discussion. The objective of the meeting is to provide an opportunity for the employee and his or her supervisor to:

1. Promote agreements and understanding about the assessments made by the employee and the supervisor and to aid the supervisor in determining the final ratings for the performance evaluation;
2. Develop appropriate modifications to the employee's position description, if needed;

3. Establish specific written tasks and indicators, based on measurable and objective standards that can be evaluated on outcome, that the employee needs to accomplish during the next rating period in order to meet the overall objectives of the position; and
4. Identify any area in which training is needed for the next rating. When a supervisor believes that helpful training opportunities are available that would assist an employee to lift his or her performance to at least a level that is meeting expectations, the supervisor shall identify them to the employee. If an employee does not avail himself or herself of an available opportunity, the supervisor may take this into account when evaluating future performance issues.

The supervisor shall note an employee's areas of strength and areas that need improvement. The supervisor shall examine areas of agreement and disagreement with the employee, and attempt to resolve any differences or misunderstandings so that both supervisor and employee can collectively work on maintaining good employee performance or improving weaker areas.

E. Procedure at the End of Previous/Beginning of New Cycle

The College shall approve a written performance evaluation before it is final. The College may change an employee's end-of-cycle final evaluation only with written justification, which cites the employee's performance standards/behavioral elements and the employee's actual performance. The supervisor shall give employees a copy of the end-of-year appraisal at the time that it is initially presented and signed and at the time that it is finalized, and a copy will be placed in the employee's personnel file. A statement of an employee's objection to an appraisal or comment shall be attached and put in their personnel file.

1. Final written performance evaluations shall include:
 - a. Final performance ratings;
 - b. Specific tasks the employee is to achieve during the next rating period;
 - c. A list of modifications to the employee's position description, if any;
and
 - d. Any recommendations for training to enhance the employee's skills.
2. The supervisor shall:
 - a. Give the employee a copy of the final performance evaluation;
 - b. Retain a copy; and
 - c. Provide Human Resources with a copy to place in the employee's personnel file.
3. If there is a modification made to the position description:
 - a. The employee and the supervisor shall sign and date it to acknowledge that it has been reviewed by both;
 - b. The supervisor shall forward a copy of the modified position description to Human Resources for placement in the employee's personnel file; and

- c. The employee shall receive a copy of the modified position description.
 - d. Nothing in this Article prohibits modifications to a position description or meetings between a supervisor and an employee to review performance expectations at any other time.
- 4. This subsection shall also apply if any modification to a position description is made outside of the performance evaluation process.
 - 5. Regardless of whether there is a modification to the employee's position description:
 - a. The supervisor shall give the employee a copy of the employee's position description and go over it with the employee. The position description shall be the basis for setting expectations for the employee.
 - b. The supervisor and the employee shall go over the supervisor's performance expectations. The supervisor shall be as clear and specific as possible. The employee shall ask the supervisor to clarify anything that is confusing or nonsensical and shall ask any questions that he or she may have about the supervisor's expectations.
 - 6. If a good faith effort has not been made to finalize the employee's rating within 30 days of the midpoint or end of cycle, then the assumption must be that the employee was at minimum, meeting standards.

Section 5. Procedures When an Overall or Individual Performance Rating Is Below Meets Standards

A. Generally, an employee who receives a performance rating of "Needs Improvement" or "Unsatisfactory":

- 1. has been notified by his or her supervisor of the performance or behavior issue during the evaluation period that is below meeting standards;
- 2. has received written notification of the performance or behavior problem; and
- 3. has been counseled about how the performance or behavior must be improved, assisted in determining how to attain a meets standard rating and, has had an opportunity to improve performance or behavior.

B. If an employee's annual performance evaluation indicates that his or her overall performance is unsatisfactory, in addition to following the procedures outlined in Section 3 above, the employee's supervisor shall:

- 1. if the employee's performance has been rated overall as "needs improvement," inform the employee that the employee has an opportunity period of 180 days from the date of the evaluation to improve his or her level of performance to a level that meets standards or his or her employment shall be terminated. Approximately midway through the 180-day opportunity period, the employee and the employee's supervisor shall meet to evaluate the employee's progress toward meeting standards. At this mid-point evaluation, the supervisor shall give the employee written notice of which areas of performance are still below meeting standards; the evidence of and in specifically in what way performance is still below meeting standards; and specifically what has to be done to bring the performance up to meeting standards; or

2. if the employee's performance has been rated overall as "unsatisfactory", the employee's supervisor shall inform the employee that the employee has an opportunity period of 90 days from the date of the evaluation to improve his or her level of performance to a level that meets standards or his or her employment shall be terminated. Approximately midway through the 90-day opportunity period, the employee and the employee's supervisor shall meet to evaluate the employee's progress toward meeting standards. At this mid-point evaluation, the supervisor shall give the employee written notice of which areas of performance are still below meeting standards; the evidence of and specifically in what way performance is still below meeting standards; and specifically what has to be done to bring the performance up to meeting standards.
- C. The employee shall be given a development plan including the following elements: 1. identification of the performance standards/behavioral elements for which performance is unacceptable;
1. a description of what the College will do to assist the employee and a description of what the employee must do to improve the unacceptable performance during the opportunity period; and
 2. a statement as to when the employer and the employee decide to meet to evaluate the employee's performance within the opportunity period.
- D. Failure to improve performance to the meets standards level by the end of the opportunity period shall result in a termination of the employee's employment. No employee may receive an overall rating of "unsatisfactory" on an annual performance evaluation unless the employee already received an overall "unsatisfactory" rating on the employee's mid-year evaluation.

Termination under this subsection is a disciplinary action and the procedures in the Discipline Article shall be followed. An employee whose employment is terminated under this subsection shall be able to grieve the termination in accordance with the Discipline Article.

Section 6. Pay Increases Related to Performance-Based Criteria

An employee may not be denied a pay increase which is linked to performance-based criteria unless substantial reasons relating to work performance are cited on the relevant mid-year or final performance evaluation forms.

Section 7. Interim Conferences

The parties recognize that interim conferences are an important part of developing and maintaining a high quality workforce. Therefore, employees and supervisors are encouraged to hold interim conferences to evaluate employees' progress in meeting objectives established during the previous mandatory performance evaluation.

Section 8. Appraisals of Supervisors

Employees shall evaluate, anonymously, the performance of supervisors. The College shall ensure that employees are given the opportunity to evaluate the supervisor prior to the supervisor's year-end evaluation. The forms will be considered in the supervisor's evaluation.

Article 28. Health and Safety

Section 1. BCCC shall comply with the provisions of the Occupational Safety and Health Act and any applicable state, local and/or federal Health and Safety legislation. BCCC shall take all necessary steps to ensure the workplace health and safety of employees.

Section 2. Employees are responsible for working in a safe manner, complying with safe working practices on all assignments, as made known by the College, and adhering to the requirements set out in all of BCCC's safety policies.

Section 3. Employees who encounter hazards that they believe may constitute a health, safety hazard or potential threat to others shall immediately report such danger to Public Safety and their immediate supervisor. No employee shall be required to use equipment that he or she reasonably believes poses a health or safety hazard until such equipment is approved for use by the Risk Manager or the Risk Manager's designee. Similarly, no employee shall be required to work in conditions that he or she reasonably believes pose a health or safety hazard until such conditions have been reviewed by the Risk Manager or the Risk Manager's designee and determined to be safe.

Section 4. BCCC agrees that bargaining unit employees shall be allowed to move to another work area if it has been determined that construction, remodeling, painting or any other health and safety hazard impacts an employee's health or safety. The Risk Manager or his/her designee shall consult with other safety professionals when necessary to achieve the most accurate evaluation of the health or safety issues. The determination of whether or not the negative impact on employee health and safety requires that employees be moved to another work area shall be made as soon as practicable, without unreasonable delay. The determination of the Risk Manager or his/her designee may be grieved.

Section 5. An Occupational Health and Safety Committee ("Committee") shall be formed.

A. The purposes for which the Committee shall be formed are:

1. Establishing a collaborative relationship to improve the health and safety of the College, its employees, students and visitors;
2. Reviewing safety and health inspection reports issued by any state, local, or federal agency or BCCC's staff, to assist in correction of identified unsafe practices, procedures, situations or environments;
3. Evaluating health and safety related investigations conducted since the last meeting to determine whether the causes of the unsafe acts or unsafe conditions were properly identified and corrected;
4. Evaluating accident and illness prevention programs, including recommendations for policies and procedures to improve the programs;
5. Developing and maintaining a health and safety manual.
6. In the event of a workplace incident that involves College health and safety, the President or his designee will appoint staff or an outside consultant, depending upon the expertise desired for the appropriate

investigation, to make an investigative report to present to the Committee. The Committee shall make recommendations regarding their findings relating to these matters to the Campus Safety Officer and/or to College Council.

7. Identifying and recommending training opportunities for the College community.
8. Members of the Occupational Health and Safety Committee shall survey the College's three locations (Liberty, Harbor and RPC) on a semiannual basis for the purpose of examining the physical conditions of the workplace and shall make recommendations regarding their findings to the Risk Manager and/or to College Council. The surveys shall be conducted in a reasonable manner as it relates to the location under review.

Section 6. The Committee shall be comprised of members of the College Community, including one representative from each of the following groups: Facilities, Public Safety, Workforce Development & Continuing Education, Finance & Administration, Student Affairs, Advancement & Strategic Partnerships, Institutional Effectiveness, Research & Planning and Academic Affairs. The President or his or her designee shall appoint the Facilities, Public Safety, Workforce Development & Continuing Education, Finance & Administration, Student Affairs, Advancement & Strategic Partnerships, Institutional Effectiveness, Research & Planning and Academic Affairs members. There shall be two faculty and two student members on this Committee who will be appointed to the Committee by the respective faculty and student governing bodies. The Union shall have the right to appoint and be represented by seven employee representatives. The Union shall determine how the bargaining unit members shall be appointed. Each Committee Member shall serve for a period of one year, unless reappointed by the President or by the Union.

There shall be Committee Co-Chairs (one for the College and one for the Union) who will manage the Committee, its meetings, and the Committee's work. The President or his or her designee will select the College Co-Chair. The Union shall select the Union Co-Chair. The Committee Co-Chairs shall ensure that the Committee performs its duties set forth under this Article in a manner that ensures the purposes of this Article are effectuated in keeping with College committee practices. The Committee Co-Chairs shall ensure that minutes of any Committee meetings are created and maintained. Any member of the Committee shall have a workplace safety-related matter discussed at a Committee meeting by so informing a Committee Co-Chair in writing in advance of the meeting.

Meetings of the Committee shall be conducted when four (4) members from the College and four (4) members from the Union are in attendance. The Committee Co-chairs may mutually agree to waive this requirement.

During the first six months, the Committee shall meet not less than once per month and then not less than quarterly thereafter. Meetings shall be limited to two hours in length, unless there is mutual agreement otherwise. BCCC shall appoint campus-wide representatives to represent all of the stakeholders in the College's health and safety, in an effort to promote a safe work environment.

Section 7. BCCC shall be responsible for informing College employees of any procedures or policies established by BCCC and associated with the safe handling of

materials or equipment; require them to use any protective devices, clothing, or equipment, and to follow such procedures; and advise such persons of the existence of hazards of which BCCC is aware or ought reasonably to be aware, associated with the employee's employment duties. BCCC shall provide reasonable advance notice of any known potential hazardous or unsafe conditions associated with new construction, renovation, or restoration projects at all worksites, including off campus locations.

Section 8. Critical incident situations shall be handled pursuant to the College's Critical Incident Management Plan.

Section 9. Nothing under the Health and Safety Article of this MOU shall be construed as to preclude an employee from filing any complaint with any appropriate authority. The parties agree that it is in both parties' best interest that the processes set forth in this MOU be utilized appropriately.

Article 29. Uniforms and Equipment

Section 1. Uniforms

This article shall apply to the facilities and public safety departments.

When the College requires employees to wear a uniform, the College shall provide those employees with five (5) sets of the required uniform trousers and shirts (both short- and long- sleeved).

New employees shall receive three (3) sets of uniforms and an additional two (2) additional sets after the completion of the employee's probationary, providing them with their 5 sets of uniform trousers and shirts. The College shall also provide employees with safety shoes and/or non-prescription safety glasses or goggles if the employee is required to wear them. The College shall provide at least one (1) jacket, rain gear and snow gear to all whose job duties regularly require them to work outside. These items shall be replaced only as a result of regular wear and tear as needed.

New public safety employees shall receive five (5) sets of uniforms. Employee shall be

fully responsible for the safe keep, basic upkeep and cleaning of uniforms issued to him or her. Employees shall report immediately to his or her supervisor when any uniform becomes damaged or is lost. The College shall provide a uniform replacement for a damaged or worn-out pair of pants or shirt, so that the employee may be able to maintain five (5) sets of serviceable uniforms. An employee shall return the pair of pants or shirt to his or her supervisor when a replacement will be made. Replacement(s) will be approved by the employee's supervisor or his or her designee on a case-by-case basis.

If the College is permitted by law to use a rental uniform service, the facilities department shall do so.

The College reserves the right to make decisions on the types, color, prints and style of uniforms. Employees may be required to submit to sizing or provide his or her measurement for new uniforms.

There shall be a color coded system for uniformed employees whereby different departments wear different colored uniforms. There shall be a bargaining committee subcommittee of the Labor Management Committee composed of members of labor and management to determine what the colors of the new uniforms shall be. The subcommittee shall meet yearly in September.

Employees who do not comply with this policy shall be subject to disciplinary action. The Employer will ordinarily furnish and maintain in good condition the equipment needed by employees to perform their jobs.

Section 2. Equipment

A. General

The College will ordinarily furnish and maintain in good condition the equipment needed by employees to perform their jobs.

College property is not for personal use.

B. College Property

1. Removal of College Property from College Property

With the exception of cell phones, pagers, laptops and PDAs taken off College property for business purposes, equipment and tools furnished by the College shall not be removed from College property.

2. Employee Responsibility

Employees are responsible for the safekeeping of tools and equipment assigned to them. Employees shall sign an Acknowledgment they have been assigned College property or equipment. If tools and equipment are lost or damaged due to negligence by an employee, then the responsible employee may be held personally liable. Otherwise, the College recognizes that tools and equipment normally experience wear and damage during the course of regular use and such wear and damage is not the responsibility of the employee. The Acknowledgment shall include this acknowledgment.

All equipment assigned to an employee shall be returned to the College immediately upon demand and upon separation of employment. Failure to do so shall result in deduction from the employee's last wages of the value of the unreturned property, in accordance with the law. The Acknowledgement shall include an employee authorization for such a deduction. The College may take legal action against an employee who fails to return College property upon demand.

C. Cell Phones

The College follows the State's Cell Phone Policy. Employees who receive cell phones from the College shall also abide by this Policy. The College shall provide the Policy to any employee who is given a cell phone. Employees are responsible for the cost of all personal calls. While the College anticipates that some incidental personal use of cell phones, it is also expected that such use is infrequent.

Article 30. Personnel Files

Section 1. Official Personnel File

There shall be one official personnel file and that file shall be kept in the College's

Human Resources Office.

The Official Personnel File shall include, but may not be limited to, the following:

- A. Applications and/or Resumes
- B. Position description of the position held by the employee
- C. Classification studies of the position held by the employee
- D. Performance Evaluations
- E. Documents reflecting changes in pay compensation
- F. Documents reflecting conversion from contractual to regular status
- G. Discipline
- H. Documents relating to credentials
- I. Documents that the employee is obligated to provide to the College or that the
- J. College has otherwise requested from the employee
- K. Work-related commendations, awards and training certificates that the employee or the employee's supervisor gives to Human Resources.

If an employee believes that a document or documents are missing from his or her official personnel file, the employee shall immediately notify the Director of Human Resources in writing of the specific document(s) he or she believes is/are missing. The Director of Human Resources or his or her designee shall conduct a good faith search to locate the document(s). The employee will be notified whether the document was found and placed into the file or whether it could not be located.

Grievance-related documents, immigration matters, medical information, and investigatory materials shall be kept in separate files. An employee shall have access to: (1) his or her own I-9 or other immigration-related documents that he or she has provided to the College; (2) any grievance that the employee has filed and its related documented decision(s); and (3) his or her own file containing medical information.

The College shall not provide an employee representative access to an employee's medical information file until the employee has signed a Release and the College has received a Release with the employee's original signature. The Release form shall be provided by the College and shall comply with the federal Health Information Privacy and Administration Act of 1997 (HIPAA) and other relevant privacy laws. The Release form shall include a statement that if the employee signs the release, he/she may have waived his/her rights under HIPAA or other relevant privacy laws. To the extent required by law, an employee may gain access to the investigative files or grievance related documents under established laws and regulations.

An employee shall not, in the ordinary course, have access to investigative files or grievance-related documents, except as provided above. There is no grievable action based upon this Section.

Section 2. Anonymous Materials

Other than routine personnel forms, no anonymous materials shall be placed in an employee's official personnel file.

Section 3. Working Files

Supervisors may keep a working file, but records of previous discipline counseling and performance evaluations not found in the official personnel file cannot be used against an employee in any future disciplinary proceeding.

Section 4. Access

An employee, and, with the employee's written authorization, a representative(s) shall have the right to review his/her personnel file upon request, during normal business hours, with no loss of pay. An employee has the right to request and to receive copies of documents from his or her official personnel file. The employee may incur reasonable copying charges for all documents requested.

Section 5. Notification

Any negative material to be placed in an employee's personnel file will be initialed and dated by the employee and a copy provided to him/her. If the employee refuses to sign, material shall be placed in the file with a note of the employee's refusal. The employee's initials indicate simply that he/she has seen the material and is not to be viewed as agreement with its contents. The documentation of the disciplinary action shall also include the statement that the employee's initials indicate simply that he/she has seen the material and is not to be viewed as agreement with its content. Any negative material which is placed in an employee's personnel file without following this procedure will be removed from the file and destroyed.

Section 6. Requests to Correct or Amend Personnel Files

An employee shall have the right to request a correction or make an amendment to his or her personnel file. The request shall be: (1) made in writing; (2) filed with the Director of Human Resources; and (3) filed within thirty (30) days of the date that the employee first knew or should have known of the allegedly inaccurate or incomplete information.

Each written request shall: (1) identify the personnel record that the employee is seeking to correct or amend; (2) state the precise correction or amendment requested; (3) state the reason that the correction or amendment is being sought; and (4) include a statement that the records are, in the employee's belief, currently inaccurate or incomplete. A request that does not reasonably comply with these requirements shall be returned to the employee with an explanation of the reason for the rejection and a statement that the employee may re-file a corrected written request within fourteen (14) calendar days.

Within thirty (30) days after a compliant written request has been timely filed, the Director of Human Resources or his or her designee shall: (1) make the requested correction or amendment and inform the employee in writing of that action; (2) inform the employee in writing of the College's refusal to make the requested correction or amendment and the reason for the refusal; or (3) inform the employee that the request will not be acted upon if there is a legal reason for the inaction.

Although not grievable, if the College's determination is a refusal to correct or amend, the employee may file a concise statement of disagreement concerning the College's refusal. The statement of disagreement shall: (1) include the reason for the requested correction or amendment; (2) include the reason for the disagreement with the College's refusal; and (3) contain a maximum of five (5) one-sided pages, with a maximum page size of 8-1/2 X 11 inches.

If the personnel file is disclosed to third parties, the statement of disagreement shall also

be disclosed.

Article 31 Discipline

Section 1. Generally

The primary objective of disciplinary action is to counsel employees at an early stage in the disciplinary process, concentrating on helping the employee determine ways to prevent a problem from recurring. Nothing in this Article shall alter the at-will status of employees in the exempt bargaining unit.

An employee shall have the right to Union representation if he or she requests it at a meeting that may lead to discipline or when a disciplinary action is taken. The College shall consider any mitigating circumstances when determining the appropriate discipline. The College shall not consider mitigating factors in circumstances warranting immediate termination of employment.

The College may take disciplinary action because of an employee's unsatisfactory work performance or because of misconduct.

The College's burden of proof is by preponderance of the evidence in any proceeding under this Article, except in a case involving an employee on original probation. Employees on original probation bear the burden of proof in a disciplinary action. The sole issue is whether the College's action in disciplining an employee on original probation is illegal or unconstitutional.

After taking a disciplinary action against an employee, the College may not impose an additional disciplinary action against that employee for the same conduct unless additional information is made known to the College after the disciplinary action was taken.

Section 2. Disciplinary Actions Permitted

- A. The College may impose any disciplinary action no later than 30 days after a supervisor or manager, including any chair or dean but excluding faculty, acquires knowledge of the misconduct for which the disciplinary action is imposed.
- B. The College may take the following disciplinary actions against any employee:
 - 1. give the employee a written reprimand;
 - 2. direct the forfeiture of up to 15 work days of the employee's accrued annual leave;
 - 3. suspend the employee without pay;
 - a. An employee may be suspended without pay, so long as his or her FLSA classification is not changed, no later than five (5) workdays following the close of the employee's next shift after the College acquires knowledge of the misconduct for which the disciplinary action is imposed. Saturdays, Sundays, legal holidays, and leave days of any kind are excluded in calculating the five (5) workday period.
 - 4. deny the employee an annual pay increase;
 - 5. demote the employee to a lower pay grade; or
 - 6. with prior approval of the President:
 - a. terminate the employee's employment, without prejudice, or;

- b. if the College finds that the employee's actions are egregious to the extent that the employee does not merit employment in any capacity with the College, terminate the employee's employment, with prejudice.
- 7. direct up to 3 workdays of emergency suspension of the employee, with pay, to immediately remove the employee from the workplace when the College believes that the employee:
 - a. poses a threat to self, another individual or College property; or
 - b. is incapable of properly performing the employee's duties because of extraordinary circumstances;
- 8. terminate the employee's employment immediately.

In determining the appropriate level of discipline, the College agrees to abide by the tenets of progressive discipline; however, that does not mean that the list of disciplinary actions above are listed to show a particular order of disciplinary action that must be followed in every circumstance, nor to indicate that each step listed needs to be taken prior to a heightened level of discipline, nor that the first time an employee is disciplined, that disciplinary action should be the type of discipline listed in item (a).

The College shall discipline an employee in the manner it determines to be appropriate given the reason for the discipline and other relevant circumstances, including the severity of the misconduct or performance issue leading to the discipline and the relevant history of discipline. Progressive discipline does not require supervisors to impose harsher penalties than are necessary to inspire and move an employee to correct a problem. Similarly situated employees will be treated similarly regarding the application of disciplinary actions.

- C. After 18 months, discipline relating to attendance and job performance shall be removed from an employee's file, so long as the employee was not disciplined for engaging in similar conduct during the previous 18 months.

Records of previous counseling, discipline, and performance evaluations not found in the official personnel file cannot be used against an employee in any future disciplinary procedure.

After taking a disciplinary action against an employee, the College may not impose an additional disciplinary action against that employee for the same conduct unless additional information is made known to the College after the disciplinary action was taken.

- D. An employee who is placed on leave without pay for an unapproved absence may be subject to disciplinary action for the unapproved absence, but placing the employee on leave without pay for the unapproved absence is not a disciplinary action.
- E. Requiring an employee to make restitution to the College for loss or damage to College property due to an employee's negligence is not a disciplinary action, but an employee who makes restitution may be disciplined for his or her negligence. The College may not require an employee to pay restitution exceeding 3% of the employee's annual base pay. An employee who is ordered to make restitution may be subject to civil prosecution or criminal prosecution.
- F. This Article does not preclude the College and an employee from agreeing to:

1. hold in abeyance a disciplinary action for a period not to exceed 18 months in order to permit the employee to improve conduct or performance;
2. impose of a lesser disciplinary action as a final and binding action.

Section 3. Counseling Memoranda

- A. Issuing a counseling memorandum is an instructional communication and is not a disciplinary action.
- B. An employee may submit a written response to the memorandum to the College within 5 days after receiving a counseling memorandum. The employee's written response shall be placed in the employee's personnel file as an attachment to any record of the memorandum. An employee may not take any other action in response to a counseling memorandum.
- C. Counseling Memoranda may not be grieved.
- D. A counseling memorandum shall be removed from an employee's record after two (2) years, provided there have been no similar occurrences.

Section 4. Automatic Termination of Employment

The following actions are just causes for automatic termination of employment:

- A. intentional conduct, without justification that:
 1. seriously injures another person,
 2. causes substantial damage to property, or
 3. seriously threatens the safety of the workplace;
- B. theft of College property
- C. illegal sale, use or possession of drugs on the job;
- D. conviction of a controlled dangerous substance offense by an employee in a designated sensitive classification;
- E. conviction of a felony;
- F. accepting for personal use any fee, gift or other valuable thing in connection with or during the course of College employment if given to the employee by any person with the hope or expectation of receiving a favor or better treatment than that accorded to other persons;
- G. a violation of the Fair Election Practices Act; or
- H. using threatening, or attempting to use political influence or the influence of any College employee or officer in securing, promotion, transfer, leave of absence, or increased pay.
- I. Engaging in intentional misconduct, without justification, which physically injures another person, causes damages to property, or threatens the safety of the workplace.
- J. Engaging in conduct involving intentional fraud or illegality

Though Section 1 provides for cause reasons to terminate an employee's employment, an employee's employment may be terminated with or without cause.

Section 5. Employee Misconduct

- A. The following actions are just causes for discipline:
 1. being negligent in the performance of duties;

2. being guilty of conduct that has brought or, if publicized, it would bring the College disrepute;
3. being unjustifiably offensive toward fellow employees or the public;
4. violating a provision of SP&P, Title 2, Subtitle 3, Title 15 or §9-607.
5. stealing College property.
6. after notification, continuing to engage in another business, trade, or occupation, which conflicts with the employee's position, or which prevents the employee from satisfactorily performing the duties of the employee's position;
7. engaging in conduct involving dishonesty, fraud, deceit, misrepresentation, or illegality;
8. causing damage to public property or wasting public supplies through negligence, recklessness, or willful conduct;
9. willfully making a false official statement or report;
10. knowingly assisting another in conduct that is a violation of State Personnel and Pensions Article, Annotated Code of Maryland, the regulations in this chapter, or any other lawful College policy;
11. violating a lawful order or failing to obey a lawful order given by a superior, or engaging in conduct, violating a lawful order, or failing to obey a lawful order which amounts to insubordination;
12. engaging in discrimination prohibited by law;
13. using leave contrary to law or MOU
14. committing another act, not previously specified, when there is a connection between the employee's activities and an identifiable detriment to the College; or,
15. failing to notify the supervisor regarding his or her absence for three or more consecutive days. "Notify," for the purposes of this section, means: to speak with the supervisor during normal business hours and, if no contact is made, to leave a message on his/her cell or work phone, or email and then contact the department's administrative assistant unless the person has proof of being incapacitated.

B. Before an employee may be disciplined, the College shall:

1. notify the employee of the misconduct and provide an explanation of the College's evidence;
2. investigate the alleged misconduct;
3. meet with the employee;
4. consider any mitigating circumstances;
5. determine the appropriate disciplinary action, if any, to be imposed; and
6. give the employee a written notice of the disciplinary action to be taken and the employee's appeal rights and inform the employee of the effective date of the disciplinary action.

Though Section A provides for examples of cause that support a decision to discipline an employee and Section B provides a procedure, an employee's employment may be terminated with or without cause.

C. Except when otherwise authorized by law, an employee may not be required to submit

to a polygraph test.

Section 6. Performance-Related Discipline

- A. The College may discipline an employee for reasons relating to the employee's performance. These reasons include, but are not limited to:
 - 1. that the employee is incompetent or inefficient in the performance of the employee's duty as determined under Article 27, Section 5(D);
 - 2. that an employee with a disability does not or cannot perform the essential functions of his or her position with a reasonable accommodation; or
 - 3. that the employee currently is not qualified for the position.
- B. Excessive tardiness constitutes just cause for the College to take corrective action, including discipline. The following guidelines will be used to identify excessive tardiness:
 - 1. An employee who is tardy without approval three (3) or more days within a twenty (20) day period shall be counseled in accordance with section 3 in this article.
 - 2. If the employee is tardy without approval three (3) or more times within the following forty (40) day period, the employee shall receive a written reprimand.
 - 3. If the employee is tardy without approval three (3) or more days within the following sixty (60) day period, the employee shall receive a suspension without pay of either one (1) day.
 - 4. If the employee is tardy without approval three (3) or more days within the following forty (40) day period, the employee shall receive a suspension without pay for (3) three days.
 - 5. If the employee is tardy without approval three (3) or more days within the following forty (40) day period, the employee shall receive a suspension of five days without pay.
 - 6. Any further tardiness without approval three (3) or more days within the following forty (40) day period will subject the employee to more severe discipline up to and including termination.
- C. Before an employee may be disciplined for performance-related reasons, the College shall:
 - a Investigate the employee's performance, including the employee's most recent performance appraisals.
 - b Notify the employee in writing of the deficiency and provide an explanation of the College's position.
 - c Meet with the employee to hear the employee's explanation, unless the employee is unavailable or unwilling to meet;
 - d Together with the employee, discuss possible courses of action that make the performance goal attainable; and
 - e After determining the appropriate discipline, give the employee written notice of the disciplinary action to be taken, and the employee's appeal rights, and inform the employee of the effective date of the disciplinary action.
- D. Between the time the College notifies the employee of the disciplinary action and the time of the imposition of the discipline, the College may rescind the discipline.

E. Except in the case of an annual performance appraisal, within 30 days after the College acquires knowledge of performance-related reasons for which disciplinary action may be imposed, the appointing authority shall take each of the actions required in Section B of this article. The time period may be extended for any time that the employee is unavailable.

Section 7. Severance

An employee who is involuntarily terminated without cause shall be entitled to, in addition to the payout of any accrued leave and COBRA eligibility:

- A. One months' severance pay, at the employees' regular rate of pay at the time of termination and
- B. Job placement assistance.

Section 8. Time Limits

- A. An employee who fails to appeal a decision in accordance with this MOU has accepted the decision.
- B. If the College fails to abide by any of the time limits in this Article, then the discipline shall be rescinded and the employee shall be made whole for his or her losses.
- C. The College and the Union may agree to waive or extend anytime limits as stated in this Article.

Section 9. Appeals of Discipline

- A. The appeal of a disciplinary action shall begin at Step I of the grievance procedure. An appeal shall be filed no later than 15 days from the date that the employee received a copy of the disciplinary action. The appeal shall be filed with the Dean or Director. The employee may appeal any decision makers' decision pursuant to the Grievance Article.
- B. Each party shall make every effort to resolve an appeal at the lowest level possible.
- C. A failure to decide an appeal in accordance with this MOU is considered a denial from which an appeal may be made.
- D. When appealing a disciplinary action, the employee or the employee's representative shall state to the extent possible and on a written form provided by the College the issues of fact, law and mitigating circumstances the employee believes would warrant rescinding or modifying the disciplinary action. Failure to state the issues of fact and law when it is possible to do so may be grounds for dismissing the appeal.
- E. The at-will status of an exempt bargaining unit employee shall not prohibit an employee from grieving the termination of employment.

Article 32. Grievances

The purpose of this Article is to provide a mutually acceptable method for the prompt and equitable resolution of grievances filed by bargaining unit employee(s). the Union or the College. This is the exclusive procedure available to bargaining unit employees, the Union or the College for the resolution of grievances alleging a breach of the provisions of this MOU. No reprisal shall be taken against any employee for the filing and processing of any grievance.

Section 1. Definitions

Grievance: A dispute alleging a violation, misapplication, or misinterpretation of this MOU, or applicable College policies, rules, regulations, or procedures.

Working Day: A day in which the main Administrative Offices of the College are open for regular business (Monday-Friday).

Grievable: Where the matter in dispute involves an alleged violation, interpretation, or application of the terms of this MOU, or applicable College policies, rules, regulations or procedures.

Section 2. Resolution of Grievances

The Union and the College agree that grievances should be processed in an orderly, prompt, and equitable manner so that the efficiency of the College and the morale of employees shall be maintained. Every effort will be made by the parties to resolve grievances at the earliest possible step of this procedure. In this regard, the parties commit to fully discussing their positions and the facts and evidence supporting such position so that each party can make an informed decision on the appropriate resolution of the grievance under consideration.

Section 3. Grievability Issues

In the event either party should declare a grievance non-grievable or non-arbitrable, the original grievance shall be considered amended to include this issue. The parties agree to raise any question of grievability of a grievance prior to the time limit for the written answer in the final step of this procedure.

Section 4. Exceptions

The negotiated grievance procedure will not be available to resolve a dispute concerning:

- A. Any examination, certification, or training requirement;
- B. The reclassification of any position, which does not result in the reduction in grade or basic pay of an employee;
- C. The removal of an employee serving a probationary period;
- D. Decisions on incentive awards;
- E. Performance evaluations that do not impose a work improvement plan;
- F. Any policy or regulation over which management does not have control.

Section 5. Procedure for Employee Grievances

Informal Procedure

- A. Within fifteen (15) calendar days of the action involved, or within fifteen (15) working days of the employee having knowledge of such act, an informal meeting should take place with his/her immediate supervisor for the purpose of resolving the problem. The supervisor will issue an oral decision within three (3) working days from the date the employee presented the issue.

- B. In the absence of the first level supervisor, the grievance may be submitted to his or her designee.
- C. If the decision is not received within 3 working days, or if the decision is not satisfactory to the employee, the employee may proceed to Step 1 of the grievance procedure.
- D. Time limits can be extended for good cause and with the written consent of the parties.

Step I. Formal Procedure

- A. If the grievance is not resolved at the informal meeting, the employee and/or his or her representative may submit the grievance, in writing on the approved grievance form, to the appropriate Vice President or his/her designee, with a copy to the Director of Human Resources.
- B. The Vice President or designee will, within five (5) business days of the receipt of the grievance, schedule a meeting with the job steward and the grievant, along with the Director of Human Resources to attempt to resolve the grievance. The meeting will occur within fifteen (15) business days of the receipt of the grievance.
- C. The Vice President or designee will render a written answer within ten (10) business days of the meeting. The answer will include the reasons for the decision. A copy of the written answer in a disciplinary grievance shall be provided to the appropriate Vice President(s).
- D. In the event the Vice President or designee's answer is not satisfactory to the grievant, the grievance may be appealed to the Step 2 of this grievance procedure. Such appeal must be submitted in writing within five (5) business days of the Union's receipt of the first step answer.
- E. Time limits can be extended for good cause and with the written consent of the parties.

Step II. Intermediate Decision

- A. The President will make every effort to resolve the grievance.
- B. The President will, within five (5) business days of the receipt of the grievance, hold a meeting with the grievant, the Union representative and the Director of Human Resources to attempt to resolve the grievance.
- C. The President shall, within ten (10) business days of the second step meeting, render a decision in writing containing the reason(s) for the decision.
- D. Time limits can be extended for good cause and with the written consent of the parties. If the decision is not deemed acceptable, the grievance may be appealed

to Step 3 of this grievance procedure. Such appeal must be submitted in writing within five (5) business days of the Union's receipt of the second step answer.

Step III. Final Decision

If the grievance is not resolved at Step II, the grievant has the right to appeal the decision to the Office of Administrative Hearings within ten (10) business days for a final and binding resolution unless an appeal is otherwise provided by law.

Section 6. General Provisions

- A. If a dispute arises from the action of an authority higher than the immediate supervisor, such dispute may be initiated at the appropriate step of this procedure.
- B. When meetings, conferences or hearings are scheduled or held under this Article, employees who are required to attend or who are called as witnesses
- C. by one of the parties shall, with 48 hours advance notice, be excused from his duties. Grievance meetings shall be treated as work time.
- D. A grievance may be withdrawn at any time. After withdrawal the grievant shall not file any subsequent grievance on the basis of the same event.
- E. Upon the failure of the grievant, or his/her representative where appropriate, to file an appeal within the time limits provided in this Article, the grievance shall be deemed to have been resolved by the decision at the previous step.
- F. Only those issues and sections of this MOU cited in the initial filing of the grievance may be considered at subsequent steps of the procedure.
- G. Each party has an obligation to fully present its position and its evidence in support of its position at each step of the grievance procedure. No party may present evidence at an hearing before the Office of Administrative Hearings if the party refused to present such evidence during the grievance procedure.
- H. The decision to submit a case to the Office of Administrative Hearings shall be a waiver of all other remedies except as provided otherwise by statute.
- I. If an employee wins a grievance/appeal, that employee shall receive the requested resolution or what a hearing officer sees fit not later than two (2) weeks following the decision.

Article 33. Drugs and Alcohol Abuse

Section 1. Generally

The College is committed to having a community free of drugs and alcohol. The College and the Union recognize the societal damage of substance abuse. The parties agree that the College must show the way towards achieving a drug- and alcohol-free workplace and academic community by recognizing the benefit of rehabilitation, and, at the same time, demonstrating to substance abusers and potential abusers that substance use will not be tolerated at the College. Permitting employees to work under the influence of drugs and alcohol is inconsistent with the special trust placed in the College's employees

as servants of the public.

The possession, use, consumption, sale, purchase or distribution, dispensation, or manufacture by any employee of alcohol, illegal drugs, or any illegally-obtained drugs on the College's premises or within its facilities, or in the conduct of College-related work off College premises, or at any time during the course of the workday, is strictly prohibited.

The College recognizes that an individual with alcoholism has a disability which is protected under the ADA. While people with alcoholism may be individuals with disabilities, the ADA still allows employers to hold them to the same performance and conduct standards as all other employees. Current illegal use of drugs is not protected by the ADA. The College does not need to employ someone who is currently engaging in the illegal use of drugs.

The College encourages employees who are experiencing substance abuse problems to seek treatment through the College, the State's Employee Assistance Program, or self-referral to a certified rehabilitation program. Employees are encouraged to voluntarily do so in advance of, and ideally to avert, any adverse impact on work-related performance and behavior issues that substance use may lead to. The College will not terminate the employment of an employee who, in advance of any workplace incident, accident, injury or performance issue leading to discipline, voluntarily seeks assistance for a substance abuse program.

Section 2. Drug and Alcohol Use or Abuse

A. Reporting to work or performing work duties after having ingested illegal drugs or non-prescribed prescription drugs, or while under the influence of alcohol, is strictly prohibited. Under the influence of alcohol is defined by state law.

B. An employee shall not report to work or perform his or her duties while taking prescribed drugs or over-the-counter medications which the employee knows or reasonably should know adversely affect the employee's ability to safely and effectively perform his or her job duties.

C. An employee who notifies his or her supervisors that he or she may not be able to safely and effectively perform his or her job because of his or her therapeutic drug use may take paid leave or leave without pay as permitted by the Leave Article of this MOU.

D. An employee who is called to report to work during an unscheduled time shall immediately inform his or her supervisor if he or she should not report to work. Employees should not report to work if doing so would violate this Article. An employee should consider his or her consumption of alcohol within the previous four (4) hours, and any drug or over the counter medication that would interfere with his or her ability to travel safely to work and/or perform safely and efficiently his or her job duties.

E. A referral to an Employee Assistance Program and/or a substance abuse rehabilitation program is not discipline. The College may discipline an employee based upon actions or inactions leading to the referral, and the employment of an employee who fails to participate successfully in such a Program when referred to it may be

terminated, pursuant to Article on Discipline in this MOU. Continued unacceptable job performance, attendance and/or behavioral problems shall result in disciplinary action, up to and including termination of employment in accordance with the Article on Discipline in this MOU.

An employee who is found guilty, accepts a plea of nolo contendere, or receives probation before judgment of an alcohol driving offense or a controlled dangerous substance offense shall report as such to the Director of Human Resources within five (5) work days.

F. Violations of the aforementioned prohibitions will be subject to discipline up to and including termination in accordance with Article on Discipline in this MOU.

Section 3. Testing

A. Types

The College may require testing for illegal use of drugs, or alcohol level. The College will not ask that the samples provided for this purpose be used for other purposes.

Testing may take place only under the following circumstances:

1. Pre-Employment - Applicants for employment who have received an offer of a job contingent on passing the substance abuse test;
2. Behavior Indicated (Reasonable Suspicion) Testing - When the Director of Human Resources has reasonable and specific grounds to believe that the actions, appearance and/or conduct of an employee are indicative of using alcohol or drugs, other than authorized and reported prescription or nonprescription drugs and that a test of the employee shall produce evidence of the illegal use of drugs or evidence of use of alcohol.
3. Post-Accident Testing -- An employee who, while on duty, was involved in an accident, or incident that resulted in injury to the employee or to another employee, student or visitor, shall be tested as soon as possible after the accident or injury. An employee, who is unable to submit to testing at the time of an accident due to the seriousness of his/her injuries, is required to provide the necessary authorization for obtaining hospital reports and other documentation that would indicate whether there were any drugs or alcohol in his/her body system.
4. Periodic Testing -- A sensitive employee may be required to submit to drug/alcohol testing during a fixed time frame, such as a return from leave.
5. Random Testing -- A sensitive employee will be required to submit to unannounced drug/alcohol testing when selected pursuant to a random selection process. Random testing requires that statistically significant samples of employees in sensitive classifications or in sensitive positions be tested on a periodic basis. If, during the duration of this MOU, the College becomes the administrator of its drug and alcohol testing program the College shall have a written system for random testing which shall include an identification of the specific system used to arrive at who will be tested, what the statistically significant numbers are, what random sampling techniques are going to be used,

etc. The College shall provide the union with a copy of this written system and any revisions of it at the time that it is developed.

6. The College may arrange for testing of an employee in a position or classification that has been designated as sensitive when the employee's participation in a Substance Abuse Rehabilitation Program is not the result of having tested positive for drugs or alcohol. Such testing may be administered at any time during the employee's participation in the Program and the one-year period following the employee's successful completion of the program.

B. Certified Laboratory; Chain of Custody

When drug or alcohol testing in any of the above circumstances is required, all testing will be conducted by a College-designated, State-certified medical testing laboratory with appropriate chain of custody procedures in place to ensure accuracy and continuity in specimen collection, handling, transfer, and storage, as required by applicable law and regulation.

C. Cooperation In Testing

Employees are expected to cooperate fully in order to properly complete the testing procedure, including providing the necessary consent, written authorization, information and specimens for testing. Failure to provide specimens, any attempt to contaminate a specimen, or any other interference with the collection procedures are grounds for disciplinary action, up to and including discharge, pursuant to the Article on Discipline in this MOU.

D. Positive Test Results

1. All specimens identified as positive on the initial test will be verified by a confirmatory test. Gas chromatography/mass spectrometry (GC/MS) or an equivalent or better confirmation test shall be used in urine samples. The standards established in COMAR shall be the basis for determining whether a test is positive.
2. There shall be a split sample. In the event of a positive test result, the employee may request independent testing at his/her own expense, of a portion of the tested specimen for verification of the test results. If the independent test result is negative, the College will re-test the original sample.
3. Any sensitive employee whose test results are confirmed positive for illegal drugs or use of alcohol shall be subject to disciplinary action up to and including termination.
4. The College recognizes that there is a possibility of a false positive result. If the employee's retest and the College's re-test show that the original positive result was false, then the employee shall not be disciplined on the basis of the false positive test result, and shall not experience any loss in pay or benefits. The false positive test result and any reference to that result shall be removed from the employee's personnel file.

Section 4. Searches

The College retains the right to conduct reasonable searches and inspections of that employee while the employee is on College property, including its building, grounds and parking lot, or garage. Such searches will be conducted with respect for the employee and if the employee requests, with the presence of a job steward. Such searches may be of their lockers, desks, College-provided tool boxes, and College vehicles. The College may also request that an employee permit inspection of his or her baggage, briefcase, or person. Any employee who refuses to submit to a search and/or inspection may be subject to disciplinary action up to and including termination of employment.

Section 5. Rehabilitation Required for Continued Employment

- A. An employee's continued employment may be conditioned on the employee's enrollment in and satisfactory completion of a substance abuse rehabilitation program. If an employee is, in lieu of termination, required to enroll in a substance abuse rehabilitation program, the employee shall participate in a Program of appropriate, length given the employee's circumstances that is at least six (6) months in duration. The employee shall be subject to periodic testing throughout the Program's duration. If an employee fails to enroll in the Program or does not successfully participate in and complete the Program or if the employee tests positive during the program or during the one year following completion of the Program, the employee shall be terminated.
- B. A current employee who applies for a sensitive position and tests positive on a drug test for illegal use of drugs shall be suspended without pay for fifteen (15) days. As a condition of returning to work, the employee shall enroll in a treatment program of at least six (6) months, be subject to periodic testing throughout this time, and submit a certification from an attending physician or other licensed professional associated with the rehabilitation program. The certification shall be made under oath to confirm that the employee has successfully participated in the program for at least six (6) months and has not tested positive.
- C. At the conclusion of a Rehabilitation Program, the employee shall be required to submit to the Director of Human Resources a certification from the attending physician, certified chemical dependency counselor, licensed certified social worker or licensed psychologist associated with the Program, certifying under oath that the employee has successfully participated in the Program and has not tested positive for use of illegal drugs or alcohol use at any point during the Program.
- D. An employee who fails to enroll in a substance abuse rehabilitation program during the suspension period or who fails to successfully participate in a program for at least six (6) months shall be terminated. An employee who submits the proper certification and remains drug-free for 18 months may reapply for a sensitive position.

Section 6. Sensitive Employees

- A. The College may designate certain positions as “sensitive”. Applicants for sensitive positions shall be tested for the illegal use of drugs as part of the selection process. The College shall provide the Union a list of classifications and positions designated as sensitive.
- B. A refusal to submit to testing required as part of the selection process for a sensitive position shall result in disqualification and removal from list maintained to track eligible candidates.
- C. A sensitive employee:
1. convicted of any controlled dangerous substance offense while employed by the College shall be terminated;
 2. who tests positive for a controlled dangerous substance as a result of a random drug test shall be suspended for fifteen (15) work days and shall be required to successfully participate in a drug treatment program designated by an Employee Assistance Program;
 3. who abuses prescription drugs provided to the employee or an over-the-counter drug shall, on a first offense, be suspended for five (5) workdays and be required to participate in a drug treatment program designated by the Employee Assistance Program.
 4. who for the first time, is convicted of alcohol driving offense based upon activity that occurred during the employee’s work time or is found to be under the influence of alcohol while at work shall be suspended for fifteen (15) days and shall be required to successfully participate in an alcohol treatment program designated by the Employee Assistance Program.

Section 7. Alcohol Driving Offenses

A sensitive employee convicted of an off-duty alcohol driving offense, and a non-sensitive employee convicted of any alcohol driving offense shall:

- A. on the first conviction, be referred to an Employee Assistance Program and, in addition, be subject to appropriate discipline;
- B. on the second conviction, be suspended for a minimum of five (5) days, be referred to an Employee Assistance Program, be required to participate successfully in the designated treatment program, and be subject to any appropriate disciplinary action, up to and including termination;
- C. on the third conviction, be terminated.

Section 8. Records

Testing records shall be treated as confidential and shall be kept in employees’ separate medical files.

Article 34. Employee Assistance Program

Section 1. Employee Assistance Program (EAP)

The College and the Union recognize the value of counseling and assistance programs to those employees whose personal problems affect the performance of their job duties and responsibilities. Employees may participate in the State's Employee Assistance Program in accordance with the Program's eligibility requirements. Participation in an EAP is purely voluntary. Except as provided in Section 3, job security and promotional opportunities will not be jeopardized by an employee's participation in the EAP. The College shall treat documents received from the Program as confidential and shall not release them without the express written consent of the employee or as otherwise provided by law.

Section 2. Limited Waiver of Confidentiality

If the College and an employee enter into an agreement which includes the College's agreement to defer or reduce an otherwise immediate disciplinary action contingent upon the employee's successful participation in a treatment program, the employee shall be required to waive confidentiality in order to permit the College to verify the employee's successful participation in a treatment program. The employee shall be required to sign a release so that the program will provide the College with reports regarding the employee's successful participation (but without details on the employee's medical condition or history) and, if appropriate, the employee's ability to perform his or her job safely and effectively and/or whether the employee needs to continue to participate in a program beyond the time period initially indicated.

These reports shall be submitted to and maintained by Human Resources. The reports shall be treated as confidential and shall not be maintained in the employee's regular personnel file.

Section 3. Adherence and Accountability

If an employee does not comply with all of the requirements contained in his or her Employee Assistance Program Participation Agreement (an agreement to participate in an EAP in order to defer or reduce an otherwise immediate disciplinary action), the College may take the level of disciplinary action that is appropriate under the circumstances and in line with the provisions of the MOU article on discipline.

Section 4. Referrals to EAP

If a supervisor or the College refers an employee to an Employee Assistance Program, then the College shall simultaneously give the employee a copy of the referral form and documents submitted with the referral.

Article 35. Essential Employees

The end-result of bargaining over this Proposal will be contained in the College's Procedures for Delayed Opening, Early Dismissal and Closing Due to Inclement Weather.

1. An Essential Employee is an employee of who has been designated as being vital to the College's operation, whose presence is required regardless of the existence of an emergency condition, and whose absence from duty could endanger the safety and well-being of the campus population and/or physical plant. Examples of such employees are police, stationary engineers or other heating plant and maintenance personnel and snow removal

employees.

2. Employees deemed “essential” may be required to report to work even though a decision has been made to close the College or delay its opening.
3. Each department is responsible for establishing and notifying which employees or class (es) of employees are considered essential and for establishing the conditions under which employees must report.

Article 36. College Delayed Opening, Early Dismissal or Closing

Section 1. Use of Release Time or Leave

- A. Whenever the College closes or delays opening, the period specified during which non-essential staff are not required to report will be recorded as emergency release (code 72). This is paid release time that is not charged to any employee leave balance.
- B. Liberal leave will be granted to non-essential staff who cannot comply with announced operations schedule.
- C. Essential employees who do not report as required may be subject to disciplinary action.
- D. If a non-essential employee does not have any accrued leave available, the employee may take leave without pay for liberal leave.
- E. Liberal leave means that employees may use available annual, compensatory or personal leave without advance approval of a supervisor. This does not apply to essential personnel.

Section 2. Compensation for Essential Employees

- A. Essential, Non-Exempt Skilled Service Employees who report in accordance with their departmental plan for two hours for each hour worked. If, at the end of the pay period in which an emergency closing occurred, the employee had worked more than 40 hours, the employee will be paid at time and one-half for each hour over forty or receive compensatory leave, whichever the employee chooses.
- B. Essential, Exempt Employees who report in accordance with their departmental plan will be credited with compensatory leave of one hour for each hour worked.

Section 3. Compensation for Non-Essential Employees in Special Circumstances

This Section shall become effective only if skilled service employees are removed from SPMS. During special situations, an employee who has not been designated as an Essential Employee for a particular type of situation may be eligible to be paid in accordance with Section 2 above, subject to these requirements:

- A. In the event a supervisor determines that he or she has a specific project which

requires work that may not be able to be completed by non-essential employees during a time when there may be a delayed opening, early closing or closing that results in an announcement that non-essential employees are not required to work, the supervisor will provide advance notice that he or she is seeking volunteers to work on a specific project.

- B. The number of volunteers solicited shall be selected based upon the number of employees the supervisor elects to schedule.
- C. No employee who previously volunteered to work pursuant to this Article but who failed to report to work shall be selected to work in this circumstance.

Article 37. Layoffs

The procedures in this article shall apply in the event that the College determines that layoffs of exempt bargaining unit employees are required. A layoff involves reallocating, consolidating or terminating program functions when the College confronts decreasing enrollment patterns, changing program priorities or fiscal crisis.

Section 1. Notice to the Union

The College will notify the Union at least ten (10) calendar days prior to the implementation of a layoff. The notice of the layoff shall include the number of bargaining unit employees and the reasons for the layoff. The College shall meet with the Union at its request within the ten (10) day period preceding the layoff to discuss the situation and the reasons for the layoff, the departments that will be affected, the total number of bargaining unit employees, and the expected duration of the layoff. The Union may provide and the College will consider alternatives to the announced layoff at this meeting or at a later meeting, if so requested by the Union. If requested, management will meet with the Union to discuss and consider alternatives to layoffs within one week of the request; however, this request shall not delay the effective date of the layoff.

Section 2. Notice to Affected Employees

Only after consultation with the Director of Human Resources, the Department Head shall notify those employees who are to be laid off at least 60 calendar days before the effective date of the layoff. Employees shall be paid and shall not report to work during the notice period. During this period, the employee shall continue to have the status of being employed by the College.

The notice to the employees shall state:

1. The fact that the College has made a decision that circumstances require that the employee be laid off;
2. The reason or reasons for the layoff;
3. The effective date of the layoff;
4. The right to receive pay and not have to work for the sixty (60) day notice period;
5. Recall rights after layoff;
6. Reinstatement rights after layoff.

During the sixty (60) day period, the employee shall continue to have the status of being employed by the College.

Section 3. Displacement

There is no right for an employee affected by a layoff to displace another College employee.

Section 4. Outplacement Services

The College will provide off-campus outplacement services for all laid off employees when in the College's judgment the layoff will be for more than ninety days. Each eligible employee may request information about the types of counseling available for both the employee and his/her family. Free and confidential short-term counseling (max six sessions) and assessments and referrals for all affected employees will be provided covering the following and related topics:

- Job search skills
- Resume writing
- Stress and crisis management
- Grief and loss counseling
- Financial and adjustment planning/budgeting
- Family counseling

Section 5. Tuition

A. Waiver

The College shall continue to provide tuition waiver for those employees, their spouses and their dependent children enrolled in a class and using tuition waiver at the time that they receive notice of layoff until the end of the academic year that the layoff occurs, and the one immediately following semester.

B. Reimbursement

The College shall continue to provide tuition reimbursement for those employees enrolled in a class and using tuition reimbursement at the time that they receive notice of layoff until the end of the semester that the layoff occurs.

C. Remission

The College shall continue to provide tuition remission for those employees and their dependent children enrolled in a class and using tuition remission at the time that they receive notice of layoff until the end of the semester that the layoff occurred.

Section 6. Medical and Dental Benefits Continuation

In consideration of the hardships caused by layoff to employees and their families, the College shall pay the entire COBRA premium for those employees enrolled in the College's medical and dental plan at the time they receive notice of the layoff and who elect COBRA for two (2) months after the effective date of the layoff.

Section 7. Recall Rights

Employees who are laid off will be eligible for recall to their former position, or to another position requiring the same or substantially similar duties and the same qualifications as their former position for a period of up to one year from the effective date of the layoff. A qualified employee who has been laid off shall be offered the opportunity to fill a vacancy or contractual position prior to an internal candidate or other applicant. If employees are offered an opportunity for recall, they must accept the offer within seven (7) calendar days and report to work within fourteen (14) calendar days or they shall lose their recall rights. The Department of Human Resources shall proactively assist employees who have been laid off in identifying employment opportunities within

the College for which such employees may qualify.

Employees on the recall list shall be offered non-PIN opportunities that become available within the College within one year of layoff and that are within the job classification that the employee held prior to layoff. If an employee accepts a non-PIN position, this shall not affect his or her recall rights.

Section 8. Reinstatement Rights

If an employee who has been laid off returns to College service within three (3) years of the effective date of his or her layoff, the employee will have all unused sick leave restored to his or her sick leave balance. Reinstated employees shall receive service credit for all time periods of State and College employment. This credit shall determine the step in pay grade and rate of annual leave accrual.

Article 38. Termination of Employment of Grant and Contract Funded Employees upon Termination of the Grant or Contract

Grant and contract funded employees are those employees who will be notified in writing, at the time of hire, of the start and end dates of the grant or contract which funds the position.

If a grant or contract through which a position is funded is discontinued or reduced to a level that substantially impacts the College's ability to maintain the position, bargaining unit employees who: are in grant and contract funded positions on the effective date of this MOU shall be entitled to thirty days' notice, Recall Rights, Outplacement Services and Tuition Waiver as defined in Article 38, Layoffs.

1. have been in that grant or contract funded position for three years or more shall be entitled to thirty days' notice, Recall Rights, Outplacement Services and Tuition Waiver as defined in Article 37, Layoffs.
2. have been in that grant or contract funded position for periods of less than three years shall be entitled to at least two weeks' notice, or pay in lieu of notice, Outplacement Services and Tuition Waiver as defined in Article 37, Layoffs.

Article 39. Contracting Out/Outsourcing

Section 1. Generally

The College recognizes the integrity of positions comprising the bargaining unit. It shall act consistently with the State's current statutory policy to use State employees to perform State functions in State-operated facilities in preference to contracting with the private sector, unless otherwise permitted by law. The College shall adhere to the State Personnel and Pension Article Title 13 and this law is hereby incorporated in this Agreement as if fully set forth herein.

Section 2. Procedure

- A. Notice If the College proposes to displace employees in the bargaining unit by outsourcing to the private sector a function currently performed by employees in the bargaining unit, the College shall provide the Union with a written Notice at its earliest opportunity, but normally no later than sixty (60) days in advance of the publication of the RFP, unless circumstances require a shorter notice.

This Notice shall contain: (1) an explanation of the College's reason(s) for its outsourcing proposal, (2) a listing of the number of employees, department(s), location(s), position(s), and names of employees that the College anticipates its outsourcing proposal would affect upon implementation and (3) an accounting of the projected cost of the service contract as opposed to the cost of using College employees. The College shall send a copy of the RFP prior to publication.

B. Meeting to Discuss the Union's Proposal

The Union may make a written Request to the Director of Human Resources to meet to discuss the reasons for outsourcing. If the Union elects to meet with the College in order to discuss the reasons for outsourcing it shall, within seven (7) calendar days of its receipt of the Notice described in Section A, make a request to meet with the College to discuss the decision with the Vice President of the affected department or his or her designee.

Following that meeting, the Union may request a meeting with the College to present a written Proposal to the College detailing the specific benefits associated with the continued employment of the current College employees rather than outsourcing, improvements that could be realized by changing existing practices or methods, and the Union's and the affected employees' commitment to demonstrating the benefits and putting into practice these improvements cited in the Union's proposal. If the Union requests such a meeting, it shall occur within three weeks of the meeting referred to in the above paragraph.

C. College Response.

If the Union presents the College with a written Proposal in accordance with subsection (B) above, the College shall consider the Proposal. If the College determines that it will not at that time outsource and displace current employees, the College shall notify the Union within thirty (30) days of the date of its meeting with and receipt of the Union's proposal.

If the College's decision results in the displacement of current employees, the College shall proceed in accordance with the Layoff Article. A meeting requested by the Union and held pursuant to Section B is not a substitute for a meeting held pursuant to the Layoffs Policy to discuss alternatives to layoffs. However, the Union shall not present the College with the same proposal it presented pursuant to this Article as its proposal for an alternative to a layoff.

Nothing in this Article restricts the College's authority to determine whether to continue to employ current employees or to outsource.

The College shall provide the Union with a copy of the successful bid for all contracted work, the extent provided by law.

Article 40. Nepotism Prohibited

Section 1. General

A Family Relationship to another College employee is not an automatic bar to employment by the College. An employee of the College shall not hire, supervise, lineman age, set conditions of employment or promote or evaluate subordinate employees with whom a family relationship exists.

Section 2. Definitions

A Family Relationship exists where an employee is related to another employee or spouse of an employee of the College by blood, marriage, or adoption and extends, to the following relationships: spouses, parents, children, siblings, in-laws, step-family members, aunts, uncles, nieces, nephews, cousins, and grandparents. This policy applies to all employees of the College, including support staff, administrative/professional staff, faculty and contractual employees.

A Supervisor or Line Manager includes anyone having the authority to make decisions, assign work or give orders to subordinates in the chain of command.

Section 3. Employee Obligations

If a supervisor/subordinate relationship develops between employees with a Family Relationship during employment, the employees shall immediately notify Human Resources. Human Resources shall recommend options for eliminating the supervisor/subordinate relationship including, but not limited to, transfer, reassignment or removal of one or more of the employees involved. Employees may come up with other alternatives. Once Human Resources has presented alternatives, the employees shall determine which alternative to take.

All employees and applicants for employment are required to disclose to the Director of Human Resources the identity of any family member(s) employed by the College who work in the same chain of command and are in a supervisor/subordinate relationship.

Article 41. Child Care

Employees shall continue to have access to child care at BCCC for as long as child care is provided at BCCC and under the terms and conditions as exist at the present time.

Article 42. Posting of Job Announcements and other Information

The College shall post job announcements for vacant positions on the College's web site, and shall post hard copies of job announcements for vacant positions in the Department of Human Resources. The Department of Human Resources shall also maintain hard copies of commonly used forms, such as vacation request forms and insurance claim forms, in a visible area frequented by bargaining unit members.

Article 43. Social Security Numbers

The College shall not print or have printed a College employee's Social Security number on any type of identification card.

Article 44. Strikes and Lockouts

The parties agree to abide by the law prohibiting strikes and lockouts.

Article 45. Reinstatement

Not Applicable

Article 46. Savings and Effectiveness

Should any part of this MOU be declared invalid by operation of law or by a tribunal of competent jurisdiction, the remainder of the MOU shall not be affected but shall remain in full force and effect. In the event that any provision is thus rendered invalid, upon written request of either party, the parties shall meet promptly to negotiate a substitute for the invalid portion of the MOU.

If there are terms and conditions that cannot be legally implemented at the point that the MOU is signed, and if a law changes that will make it legal to implement that term or condition, then the term or condition shall become effective on the earliest date possible by law.

Article 47. Fair Share Reopener

Either party may re-open negotiations on the exclusive subject of service fees "Fair Share" agreement. Negotiations shall be scheduled within 30 days of the presentation of the written request for reopener.

Article 48. Telework Policy

BCCC and AFSCME MD will develop a telework policy for employees at BCCC. The policy will be negotiated at the LMC and added to the contract upon completion

Exempt Bargaining Unit

ABE COORDINATOR

ABE PROGRAM COORDIANTOR

ACADEMIC ADVISOR

ACADEMIC COMPUTER LAB COORDINATOR

ACADEMIC COORDINATOR

ACADEMIC COORDINATOR/COUNSELOR

ACADEMIC OPERATIONS COORDINATOR

ACADEMIC SERVICES COORDINATOR

ACCOUNTING ASSOCIATE

ADMISSIONS RECRUITER/ADVISOR

ADVISOR, ADMISSION INTERNATIONAL

ADVISOR, FIRST YEAR EXPERIENCE

ADVISOR, SPECIAL POPULATIONS

ADVISOR, STUDENT LIFE

ANNOUNCER/PRODUCER WBJC

ASSISTANT TO GRADUATION/REGISTRATION

BI-LINGUAL COUNSELOR

BUDGET COORDINATOR

BUDGET SPECIALIST

CAREER DEVELOPMENT & EMPLOYEE SVC. ADVISOR

CAREER DEVELOPMENT COORDINATOR

CATALOG MANAGEMENT SPECIALIST

CHIEF ENGINEER MANAGER, WBJC

CONFERENCE MEETING PLANNER

CONTRACT SPECIALIST

COORDINATOR, ACADEMIC

COORDINATOR, ACADEMIC SERVICES

COORDINATOR BASIC SKILLS
COORDINATOR, CAREER PATHWAYS
COORDINATOR COMMUNITY ESL SITES
COORDINATOR OF COLLECTIONS DEVELOPMENT
COORDINATOR OF MATH COORDINATOR, OFF CAMPUS STUDENT SERVICES
COORDINATOR OF REFERENCE AND INSTRUCTIONAL SERVICES
COORDINATOR OF SCIENCE COORDINATOR, TEXT BOOK
COORDINATOR, TEXTBOOKS/ST
COORDINATOR, VA AND DEGREE AUDIT
COUNSELOR, DISABILITY SUPPORT
CUSTOMER SERVICE SPECIALIST
DATA SECURITY TECHNICIAN
DEGREE AUDIT SUPERVISOR
DIAGNOSTICIAN
DIRECTOR, DEV. AND UNDERWRITING SAL
DIRECTOR, WBJC OPERATIONS
DONOR RELATIONS/DEVELOPMENT SPECIALIST
DP PROGRAMMER
DSS ADVISOR
ELECTRONIC RESOURCES LIBRARIAN
ELI SPECIALIST
ESL INSTRUCTOR
ESL COMMUNITY COORDINATOR
ESL INSTRUCTIONAL SPECIALIST
FINANCIAL AID ADVISOR
FINANCIAL AID PROGRAM OFFICER
FINANCIAL AID SPECIALIST
GRADUATION/REGISTRATION COORDINATOR
GRANTS ASSOCIATE-WRITER
GRANTS COORDINATOR

INSTRUCTIONAL SERVICES LIBRARIAN
INSTRUCTIONAL SPECIALIST
INSTRUCTIONAL TECHNOLOGIST
INTAKE ASSESSMENT SPECIALIST
IT PROCUREMENT SPECIALIST 75
KNOWLEDGE MANAGEMENT SPECIALIST
LAB COORDINATOR
LEAD SYSTEMS ADMINISTRATOR
MAINTENANCE ENGINEER I
MANAGER, CLINICAL LAB
MANAGER, JOB PLACEMENT & EMPLOYMENT
MANAGER OF ELS
MANAGER, PRODUCTIONS WBJC
MEMBERSHIP/OPERATIONS ASSISTANT
NETWORK ENGINEER
NETWORK INFRASTRUCTURE SECURITY ENGINEER
NURSING LAB MANAGER
OFFICE MANAGER
OPERATIONS SPECIALIST
OPERATIONS TECHNICIAN
PTECH COORDINATOR
PROCUREMENT SPECIALIST
PROGRAM GUIDE EDITOR WBJC
PROGRAMMER/SYSTEMS ANALYST
PUBLIC RELATIONS SPECIALIST
PUBLIC SERVICES/ELECTRONIC REFERENCES
PUBLICATION AND GRAPHIC DESIGNER
PUBLICATION SERVICES/ELECTRONIC REFERENCE
QUALITY ASSURANCE COORDINATOR

RAP SPECIALIST

RECORDS AND REGISTRATION SPECIALIST – RECORD & DOCUMENT IMAGING

RECRUITMENT & ADMISSIONS ADVISOR – REFUGEE EMPLOYMENT TRAINING COORDINATOR

RECRUITMENT AND ADMISSIONS ADVISOR

RECRUITMENT AND ADMISSIONS ADVISOR - INTERNATIONAL

REFUGEE YOUTH PROJECT COORDINATOR

RESEARCH ANALYST

RESEARCH ANALYST II

RETENTION COUNSELOR

RETENTION SPECIALIST

RETENTION SPECIALIST SNHP

SENIOR ACCOUNTANT

SENIOR AUDIO-VISUAL TECHNICIAN

SENIOR FINANCIAL SPECIALIST

SENIOR GRAPHIC DESIGNER

SENIOR RESEARCH & PLANNING ANALYST

SPECIALIST, BUDGET

SPECIALIST, CAREER SERVICES

SPECIALIST, ELI

SPECIALIST, ESL INSTRUCTIONAL

SPECIALIST, MEMBERSHIP/OPERATI

SPECIALIST, STUDENT SUCCESS

SPECIALIST, COMPUTER OPERATIONS

SPECIALIST, INSTRUCT SERVICES

SPECIALIST, SYSTEMS LIBRARY

SR. FINANCIAL AID SPECIALIST

STUDENT LIFE ADVISOR

STUDENT SUCCESS ADVISOR

STUDENT SUCCESS SPECIALIST

SYSTEMS ADMINISTRATOR

SYSTEMS LIBRARIAN

TALENT SEARCH COUNSELOR

TECHNICAL PROGRAM MANAGER

TEXTBOOK COORDINATOR

TRAINING COORDINATOR

TRANSFER SPECIALIST

TUTORING MANAGER

WEB SPECIALIST

WEBMASTER

WORKFORCE DEVELOPMENT AND COMMUNITY EDUCATION SPECIALIST

SIDE LETTER 1

BCCC and AFSCME (the parties) mutually agree on the need to allow employees to access the Office of Administrative Hearings (OAH or the Office) when appealing a decision by the President in a grievance. This side letter becomes effective in the event that the Office has no jurisdiction, or otherwise concludes that a grievance appeal to OAH is not legally permitted. In that case, BCCC and AFSCME agree to work together to make statutory changes in the Maryland General Assembly stating at the beginning of the legislative session immediately following the rejection of a grievance appeal by OAH. In the interim period following a rejection of a grievance appeal by OAH, the parties will continue to use non-binding arbitration as a form of relief as outlined in the 2016-2019 MOU between the parties. Once BCCC and AFSCME achieve any necessary statutory changes to access OAH for relief in grievance appeals, this side letter shall be retired.

SIDE LETTER 2

The College and AFSCME will mutually agree to an editor to clean up the three MOUs for spelling and grammatical corrections. The selection of the editor must be made in accordance with the State of Maryland Procurement guidelines. The costs for the editor will be paid for by the College. Corrections will be first made with strike through for deletions and bold and underlines for new additions. After a review of a first draft a copy will be available via the track change format. Either party has the option to veto any change made by the editor so that it is not included in the final MOUs.

SIDE LETTER 3

Bargaining unit employees at the Harbor Campus shall pay \$350 per year to park.

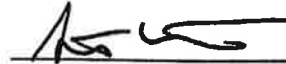
SIGNATURE PAGE

BALTIMORE CITY COMMUNITY
COMMUNITY COLLEGE

AMERICAN FEDERATION OF STATE,
COUNTY & MUNICIPAL EMPLOYEES



President



Stuart Katzenberg, Chief Negotiator
AFSCME
AFSCME Council 3/LOCAL 1870

Dec 16, 2021

Date

11/12/21

Date



Channa Williams (Dec 13, 2021 13:10 EST)

Channa Williams, MBA
Interim Vice President
Administration & Finance
Dec 13, 2021

Date

Approved for form and legal sufficiency

Date

Acknowledged By:
AFSCME Bargaining Team



James Wright

James Reed