

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is made and entered into this 31 of May, 2023 by and between the Board of Education of Howard County, Maryland and the American Federation of State, County, and Municipal Employees, AFL-CIO ("AFSCME"), Maryland Public Employees Council 67 ("Council 67").

Effective April 1, 2023, the affiliations of all local unions that prior to that date were affiliated with Council 67 were reassigned to AFSCME Maryland Council 3 ("Council 3") in accordance with the AFSCME International Constitution, the Council 67 Constitution, the Council 3 Constitution, and all applicable laws, rules, and regulations. As such, the responsibilities associated with local union affiliations formerly affiliated with Council 67 have become the exclusive responsibility of Council 3. Local 1899, representing permanent custodial, maintenance, grounds and warehouse employees, was affiliated with Council 67, and is now affiliated with Council 3.

The reassignment of local affiliations between Councils will not affect and has not affected the continuity of representation of the bargaining unit since April 1 and does not raise a question concerning representation. Council 67's representational responsibilities will continue to be fulfilled by the elected local union officers and union staff familiar with the bargaining unit and the collective bargaining agreement ("CBA"). Council 3 will manage all matters related to the negotiation and administration of the CBA that were formerly conducted by Council 67. These matters include, but are not limited to, representing unit employees at grievances and arbitrations, labor management meetings and bargaining, and any similar representational matters.

The parties agree that it is appropriate for Council 67 to seek to amend the exclusive representative's certification with the appropriate state, local or municipal authority to reflect the aforementioned changes, and the Howard County Board of Education will not oppose such an amendment, which is ministerial.

Finally, the parties agree to amend the collective bargaining agreement to reflect this administrative change by making the following ministerial changes: replace any mention of "Council 67" with "Council 3" (Cover, Preamble, Article 1 Section 2, Article 15 Sections 1, and Article 23); and replace "Executive Director, AFSCME Council 67" with "President, AFSCME Council 3" (Article 15 Section 1).

**American Federation of State, County
and Municipal Employees, AFL-CIO,
Maryland Council 67**

By: KMB

Kory Blake, Administrator
AFSCME Council 67

Date: May 31, 2023

**Board of Education of Howard County,
Maryland**

By: T. Michael Pearson

[NAME] T. Michael Pearson
[TITLE] Director of Employee & Labor Relations

Date: May 31, 2023