

MASTER AGREEMENT
BETWEEN
HOUSING AUTHORITY OF BALTIMORE
CITY
AND
THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES
AFL-CIO
MARYLAND COUNCIL 3
LOCAL 4007
JANUARY 01, 2025 THROUGH DECEMBER 31, 2027

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ARTICLE 1: PURPOSE OF THIS AGREEMENT

It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation, and understanding between the Employer and regular Employees, hereinafter referred to as Employee(s), covered hereby, to ensure true collective bargaining to the extent allowed by Federal, State, or Local law, regulation or contractual obligations of the Employer with Federal authorities, and to set forth therein the basic policy covering wages, hours and conditions of employment to be observed by those affected. The Employer and the Union recognize that in the application of this Agreement, the public interest is to be considered.

ARTICLE 2: UNION RECOGNITION

The Housing Authority of Baltimore City (hereinafter referred to as “HABC” or “Employer”) hereby recognizes as the sole and exclusive representative for the purpose of collective bargaining, the American Federation of State, County and Municipal Employees, AFL-CIO, Council 3, and the following affiliated Local Union (hereinafter referred to collectively as the “Union”), which shall include all non-probationary Employees who are members of the Union in the classifications appearing on the list, which is attached to and made a part of this Agreement (Appendix A-2):

Local 4007 - HABC Clerical Support and Technical Staff includes: Non-exempt, non-supervisory, non-confidential, and regular salary graded Employees in the following Departments:

- Housing Operations
- Resident Services
- Engineering and Capital Improvement
- Housing Choice Voucher Program (HCVP)
- Contractual Employees, in the same classifications, who have been in the contractual position for longer than five (5) years are also included.
- The following positions are included in the unit: Program Analyst-Housing Choice Voucher Program, Relocation Specialist-Housing Operations; Administrative Specialist, Facilities/Real Estate Manager, and Program Specialist- Contract Administration HCVP.

Section 1: Distribution of Agreement

Employer shall post a copy of this agreement to its Intranet and on ADP so that covered Employees may readily access it.

Section 2: Orientation of New Employees

Time will be made available during the new hire orientation schedule for the Union to address new members. The scope of the presentation shall be limited to providing union membership information. The dates and times of new Employee orientations shall be provided to AFSCME at least two (2) weeks in advance. New Employee data and orientation information shall be transmitted to AFSCME by email. If the Union does not intend to attend the orientation, it will give the Employer forty-eight (48) hours' notice of cancellation, whenever possible.

Section 3: Orientation Schedule

The Orientation schedule will be provided to the Union Representative with the names and job titles of the new hires covered under this Collective Bargaining Agreement.

Section 4: Employee Communication

HABC agrees to publish, in a newsletter, AFSCME AFL-CIO Council 3's address:

**AFSCME, AFL-CIO, Council 3
Local 4007
1410 Bush Street, Suite A Baltimore, MD 21230
(410) 837-7278**

Section 5: Work Performed in Unit

Other than for tasks regularly performed by supervisors not in the bargaining unit prior to the effective date of this Agreement and, except to complete incidental tasks, satisfy unforeseen staffing emergencies, or to meet Acts of God such as inclement weather, the work regularly assigned to positions within the bargaining unit shall be assigned to and performed by persons employed in the bargaining unit.

If the HABC decides to permanently fill any vacant or temporarily filled bargaining unit positions held open to implement the Rental Assistance Demonstration, such vacant or temporarily filled positions shall first be offered to displaced members of the bargaining unit, using seniority measured by initial date of hire.

Section 6: Access

AFSCME representatives may visit and talk with covered Employees at the request of management, for grievance meetings and/or investigatory interviews.

ARTICLE 3: DEDUCTION OF UNION DUES

Section 1: Dues Check Off

The Employer agrees to deduct Union dues and/or initiation fees, as established by the Union, from the pay of any Employee whom the Union is certified to represent, after receipt of signed authorization of such deductions starting with the first pay period following the completion of the Employee's probationary period. The authorization may be in hard copy or electronic and may be signed electronically or physically. Such withholdings for Union dues are to be transmitted to the American Federation of State, County and Municipal Employees, AFL- CIO, Council 3, within 30 days of the deduction. The Union will notify the Employer, in writing, thirty (30) days prior to any change in such dues or fees. The Union will indemnify and hold harmless the Employer for the collection of dues or fees.

Section 2: Employee Lists

The Employer agrees to provide the Union a list of Union Members who are newly hired, promoted, demoted, separated, or retired. Upon request, the Employer agrees to provide the Union with an alphabetical list of members covered under this Agreement from whom dues are deducted. The list shall include name, title, entry date, section and/or work location. Other information, as appropriate, will be provided with Employee authorization. Additionally, HABC will provide home addresses and home phone numbers for bargaining unit Employees if available in HRIS.

Section 3: Back Dues

Should an employee be terminated and return to work because of an arbitration hearing the employer shall be responsible to remit all back dues to Council 3.

ARTICLE 4: GENERAL STATEMENT OF MANAGEMENT RIGHTS

Section 1: Except as otherwise provided in this Agreement, the Employer in order to assure the efficient, economical, and orderly operation of its business shall enjoy and exercise the rights and prerogatives of management. Such rights shall include but not be limited to, the right to establish management policies and to hire, promote, transfer, discipline, reclassify, and separate Employees.

Section 2: The Employer may adopt and amend any benefit plans, changes in standards of conduct, or job descriptions, provided that a copy of the proposed change is delivered to the Union in advance, and it is consistent with all other terms of this Agreement. The Employer shall notify the Union and give the Union a meaningful opportunity to confer with the Employer in advance over such a proposed adoption or amendment. In the event of a conflict with any term or condition covered in this Agreement, the provisions of this Agreement shall govern.

ARTICLE 5: WORK STOPPAGE

The Union agrees that neither the Union nor its officers, agents, or members will authorize, instigate, aid, support, or engage in a strike, slow-down, or work stoppage against the Employer. The Employer agrees not to lock out Employees.

ARTICLE 6: GRIEVANCE PROCEDURE AND ARBITRATION

Subject to any limitations of existing law, should the Union object to the method in which management policies, rules, etc., affecting the terms and conditions of employment are applied or implemented, it may resort to the Grievance Procedure contained in this Agreement including arbitration. A grievance may be settled in the following manner:

Section 1: Informal and Formal Resolution

The parties agree that prior to proceeding to binding arbitration a conference may be held with the Federal Mediation and Conciliation Service to resolve the issue. Such conference shall not delay any scheduled arbitration action. It is mutually agreed that an attempt should be made to settle all complaints or disputes on an informal basis by having the complainant and/or their representatives discuss the matter with the immediate supervisor within ten (10) working days from the date the

Employee could reasonably be expected to have knowledge of the facts or actions, which are the cause of the complaint or dispute. However, no complaint or dispute will be considered after ninety (90) calendar days from the date of the events or conditions, which are the basis of the complaint.

Step 1: If the complaint is not resolved in the informal method mentioned above, the Employee and their representative are to reduce the complaint to writing on a Grievance Form (HABC No. 151-65) within seven (7) working days from the date of the informal discussion and present it to the appropriate second line supervisor or designee, who is then required to give their written response to the grievant or the representative within seven (7) working days. If the Union does not receive a written response from the Employer's representative within ten (10) working days after the date on which the grievance was first submitted, the grievance may be advanced by the Union to Step 2, as the Union may elect, but in no event more than twenty (20) working days after the Step 1 meeting was concluded.

Step 2: If the grievance has not been satisfactorily resolved at Step 1, the aggrieved Employee(s) and the Union Representative(s) may request, in writing, a discussion of the grievance with the Senior Vice President, Human Resources or designee. Such requests must be made within seven (7) working days after the supervisor has responded in Step 1, or in the absence of a timely response from the Supervisor, then within twenty (20) working days after the date on which the grievance was first submitted. The Senior Vice President, Human Resources or designee shall meet with the aggrieved Employee(s) and the Union Representative(s) within fifteen (15) working days from the date requested and respond within fifteen (15) working days from the date of the discussion. By mutual agreement, a later date may be established for the meeting and/or response of the Senior Vice President, Human Resources or designee. If the Employer fails to respond within the time periods provided in Step 2, such failure to respond shall be deemed a denial of the grievance and the Union may advance the grievance to the next step. When the matter grieved concerns the demotion, suspension, or discharge of one or more employees, the Union may elect to begin the grievance procedure with the filing of a Grievance Form (HABC No. 151-65) within seven (7) working days from the Union's first knowledge of the Employer action that is contested in the grievance.

Step 1 shall be waived, and the aggrieved Employee will place the complaint into Step 2 when the grievance involves demotion, suspension, or discharge.

Step 3: The Union shall have thirty (30) working days after receipt of a written grievance answer from the Senior Vice President, Human Resources to submit a demand for arbitration, provided, however, if a written response is not delivered to the Union by the Senior Vice President, Human Resources or designee within ten (10) working days after a discussion of the grievance,

or if a Step 2 discussion is not timely scheduled or timely conducted, the Union may elect to file a demand for arbitration within forty-five (45) days after the grievance is advanced to Step 2. A demand for arbitration shall be sufficient if it is delivered by letter to the Office of the Director of Human Resources.

a) Selection of Arbitrator

The Senior Vice President, Human Resources or designee and the Union will meet within ten (10) working days to select an impartial Arbitrator. If the parties are unable to agree to an arbitrator, either the Employer or the Union may submit a request to the American Arbitration Association or the Federal Mediation and Conciliation Service to provide a list of nine (9) Arbitrators who are each members of the National Academy of Arbitrators.

The parties shall elect an arbitrator from the list by exercising alternate strikes. The party to proceed first shall be selected by a flip of a coin. Should either party fail or refuse to join in a selection by alternative strikes, after due notice, the other party may proceed to make the selection. The decision and award of the arbitrator selected shall be final and binding on the parties and on all Employees affected thereby.

b) Decision of Arbitrator

The decision of the Arbitrator shall be binding on the parties, and the Arbitrator will be requested to issue a decision within thirty (30) days after the conclusion of testimony and fact finding. The Arbitrator shall not have the power to add or to subtract from or modify the provisions of this Agreement, HABC policies, rules, issuance or applicable state or local laws through the award.

c) Arbitration Costs

The Employer and the Union will share any costs incurred in connection with the arbitration proceedings equally. The requesting party shall pay any costs related to a cancelation or postponement upon receipt of the Arbitrator's bill.

d) Arbitration Participants

The Union will provide the Employer with a written list of Employees requested to appear at the arbitration proceedings within five (5) days prior to the hearing. The Employer shall allow all agreed to Employee's time off without loss of pay. Written statements and/or phone interviews may be accepted in lieu of attendance.

Section 2: Untimely Appeal and Response

If the finding or resolution of a grievance at any step of the procedure is not appealed by the Union within the prescribed time limits, said grievance will be considered settled on the basis of the last answer provided by the Employer, and there shall be no further appeal.

Should the Employer not respond in the prescribed time in Step 1, the grievance shall automatically move to Step 2. Should the Employer not respond in the prescribed time in Step 2, the Union may send a "Notice to Cure" to the Chief Administrative Officer or Chief Operating Officer and the Senior Vice President, Human Resources. The Employer will then have thirty (30) days to render a response.

Section 3: President's Grievance

The Union President may initiate a grievance on matters that affect a specific group or class of Employees. In such instances, the grievance will be filed at Step 2.

Section 4: Waiver of Time Limits

Time limits may be waived upon written, mutual consent of the Union and the Employer for Step 2 or Step 3 of the grievance procedure. The Union will notify its concerned parties, and the Employer will notify its concerned parties.

Section 5: Expand or Modify Agreement

No grievance or its settlement shall serve to expand or modify this Agreement.

ARTICLE 7: UNION PRESIDENT/STEWARDS

Section 1: Accredited Union Stewards

Through December 31, 2025, Local 4007 will receive three (3) business days per week of paid time-off for the President. Beginning January 1, 2026, Local 4007 will receive two (2) business days per week of paid time-off for the President. Accountability for the President's time will be provided via a document that is signed on a bi-weekly basis by an AFSCME Council 3 Staff Representative and timesheets must be provided to HABC by the President in accordance with HABC policies. The document outlining accountability will be submitted to the Senior Vice President, Human Resources or their designee, stating the date and hours of union work and the union matter, to include the Employee's name, if applicable.

The President's pay will be based on the following schedule:

Local 4007 10% differential of highest rate of pay (not to exceed 25% of the current salary)

Timekeeping for the President will be done via punching in and out on the timeclock at the employee's assigned location when performing HABC work. When performing Union work, President will log time in ADP via payroll code provided by the Employer.

The Union president shall apply their allotted weekly official time to attendance of any AFSCME state or national convention (which occur in alternating years, once a year) for the particular week in which the convention occurs. If they do not have enough official time to cover the full convention, HABC shall grant the president the additional paid days off in that particular week for the purpose of attending the convention. For state conventions, the total time in the week shall not exceed 3 days and for national conventions, shall not exceed 5 days (inclusive of already allotted official time).

The Employer recognizes and shall deal with all of the accredited Union Stewards and the Union Presidents, as well as the Staff Representative(s) assigned by Council 3, in all matters relating to grievances and interpretation of this Agreement.

A written list of the Union Stewards that outlines the area to be represented by Stewards shall be furnished to the Employer immediately after their designation, and the Union shall notify the Employer promptly of any changes of such Union Stewards. The Union may designate up to one (1) Steward per 30 employees. Stewards are in addition to Union Officers who may be assigned to address labor relations matters.

Section 2: Investigate and Settle Grievances

Union Stewards, after serving appropriate notice by submitting a written request for signature of their immediate supervisor, shall be allowed Official Leave during working hours without loss of pay to investigate and settle grievances.

Section 3: Cooperation

Both the Union and the Employer agree to encourage constructive dealings and facilitate meetings between division heads, Union Stewards, and Union Representatives. The parties agree to participate in Agency Labor/Management meetings semi-annually or as the need arises.

Section 4: Negotiating Team Pay

If the Locals bargain together, then each union may designate up to three negotiating team members per bargaining unit to participate in contract negotiations, who will be paid their regular base rate of pay for time spent in negotiations, however such time will not count as time worked for the purposes of overtime. If any union bargains separately, then it may designate an equal number of members as the management team, but no less than three members. This provision should not be construed as a waiver of the Employer's asserted right to bargain with each local separately or of Council 3's right to request group bargaining.

ARTICLE 8: NON-DISCRIMINATION

The provisions of this Agreement shall be applied equally for all Employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, union political affiliation, or disability, as defined by the Americans with Disabilities Act. The Union shall share equally with the Employer the responsibility for applying the provisions of the Agreement.

ARTICLE 9: HOLIDAYS

Section 1: Holidays Defined

Whenever used in this Agreement, the term “Holiday” means one of the following days:

New Year’s Day	Labor Day
Dr. Martin Luther King’s Birthday*	Veteran’s Day
President’s Day	U.S. Presidential Election Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Juneteenth Day	

*Third Monday in January

Section 2: Saturday Holidays

If a Holiday falls on a Saturday, the preceding Friday will be observed as the holiday. If a holiday falls on a Sunday, the following Monday will be observed as the holiday.

Section 3: Holidays on Regularly Scheduled Day Off

If a holiday falls on the day off of an Employee who has regularly scheduled days off other than Saturday or Sunday, the next scheduled working day of such Employee will be observed as the holiday.

Section 4: Holiday Pay

Employees who are not scheduled to work on a designated holiday shall be paid for seven and one-half (7-1/2) hours work at their regular rate of pay.

Section 5: Holiday Pay (Eligibility Requirements)

In order to be paid for a holiday, an Employee must have been employed prior to and remain employed after that holiday and must have been in a pay status at some time during the payroll period in which the holiday occurs.

Section 6: Holiday Work

Employees who are scheduled to work on a designated holiday will be paid their regular rate of pay. In addition, they will be paid one and one-half (1-1/2) times their regular hourly rate of pay for each hour worked regardless of the number of hours worked.

Section 7: Scheduled Holiday Work/Unscheduled Leave Use

An Employee scheduled to work on a holiday who requests Universal Leave with twenty-four (24) hours prior notice may be charged Universal Leave on that day. Failure of an Employee to notify the Supervisor of an absence within twenty-four (24) hours may result in the Employee being placed in a no-pay status for that day.

ARTICLE 10: UNIVERSAL LEAVE

Section 1: Leave Accrual

Universal Leave is accrued in relationship to the length of regular continuous service with the Employer, provided that the Employee is in a pay status at any time during the payroll period when their anniversary date occurs. Universal Leave accrual shall be according to the following schedule:

<u>Length of Service</u>	<u>Total Days Per Month</u>	<u>Total Days Per Year</u>
1 month to less than 6 years	2.00	24
6 years to less than 11 years	2.25	27
11 years to less than 14 years	2.50	30
14 years to less than 19 years	2.75	33
19 years or more	3.00	36

Section 2: Maximum Accumulation

There will be a 120-day cap on the accrual of Universal Leave. Unused Universal Leave will be paid day-for-day at the time of termination or retirement unless there is bona fide indebtedness to the Employer.

Section 3: Universal Leave Usage

Universal Leave is subject to supervisory approval but may not be unreasonably denied. Universal Leave may be used for any reason (vacation, personal, sick, or bereavement) and is to be requested at least one (1) working day (24 hours) in advance whenever possible. "Emergency" (not previously approved) use of Universal Leave may be subject to verification or denied if a pattern of abuse develops.

Section 4: Leave Abuse

The Employer is responsible for assuring that Employees do not abuse leave. The abuse of Universal Leave will be cause for the denial of Universal Leave and/or disciplinary action. Discipline will be appropriate for an Employee who has eight (8) occurrences of lateness or four (4) occurrences of Universal Leave Days that were not requested and approved at least twenty-four (24) hours in advance, whichever comes first during any calendar year (January – December). Previously approved use of Universal Leave time shall not be considered as time abuse. Discipline, except in the case of clearly flagrant abuse, shall be in writing.

Employees shall not be denied use of Universal Leave for illness or emergency purpose unless appropriate prior warning has been given. This warning, except in the case of clearly flagrant abuse, shall be in writing to the Employee and in accordance with the prior paragraph.

Section 5: Leave Usage Increments

Universal Leave may be taken in increments of no less than fifteen (15) minutes.

Section 6: Employer Cancellation of Approved Leave

An Employee who has been granted approved Universal Leave and who is subsequently required by the Employer to reschedule their plans will be reimbursed for the cost of any reservations they had made subsequent to approval of their Universal Leave, provided proof of such costs is furnished to the Employer.

Section 7: Conflicting Leave Requests

In the event of conflicting Universal Leave requests by bargaining unit members, where more Employees than the minimum required to complete necessary work functions of a department, shop, etc., have requested the same time off, those making the earliest request shall be granted the time off. In the event that requests are made at the same time, conflicting requests shall be resolved on the basis of seniority.

Section 8: Universal Leave or Holiday

Pay for all Universal Leave or Holidays will be paid at the Employee's regular base rate of pay except for those Employees regularly assigned to a Night Shift as defined in Article 14 (Hours of Work). Employees regularly assigned to a Night Shift will receive the designated shift premium added to the base rate.

Section 9: Holidays Falling Within Approved Universal Leave

Any holiday, as defined in this Agreement, that falls on or between the first and last day of an Employee's scheduled approved use of Universal Leave time will not be counted as a day of Universal Leave used.

Section 10: Leave on Early Closing Days

An Employee on Universal Leave on the day of an early closing, or late opening, will be charged for the full leave day they would have been charged if the early closing or late opening had not occurred.

Section 11: Leave Conversion in December

Employees will be permitted to convert Universal Leave during dates established by the Employer at the rate of their current salary. At least one (1) of the conversion dates shall be scheduled prior to December 25th of each contract year.

Section 12: Maryland Healthy Working Families Act

This Article applies in place of the Maryland Healthy Working Families Act, MD Code, Labor and Employment, §3-1301 et seq, and in the opinion of the parties satisfies the same.

ARTICLE 11: OTHER LEAVE

Section 1: Court Leave

An Employee, who is required to serve as a juror in court, is allowed the time needed for such service without charge to their Universal Leave and is paid their regular salary. The Employee summoned, as a juror shall notify their supervisor immediately, by memorandum, attaching a copy of their summons. An Employee who reports for jury duty and is dismissed, or if court is cancelled, is expected to report for the rest of the working day to their normal place of work.

An Employee subpoenaed as a witness (not as a plaintiff or as a defendant) in a court proceeding shall be granted Court Leave in accordance with the same provisions applicable for an Employee called as a juror.

Section 2: Job Injury Leave

Job Injury Leave is granted to an Employee beginning with the first workday of absence caused by an occupational injury or illness incurred in the course of employment.

Injury or illness resulting in absence charged to Job Injury Leave is subject to medical authorization solely by the Employer's physician(s). Failure of an Employee to get such authorization will result in forfeiture of Workers Compensation Benefits until such authorization is obtained and may not be retroactive unless deemed so by the Employer's physician. The Employee will receive legally required Workers Compensation Benefits in accordance with Workers Compensation laws of the State of Maryland.

Eligible Employees may elect to augment these benefits and to retain active pay status by charging accumulated Universal Leave at the rate of two (2) hours for each full day of absence.

Lump Sum Workers' Compensation full or permanent partial disability awards are not deducted from salary payments.

Section 3: Civil Defense Leave

An Employee who is an accredited volunteer of a Civil Defense Organization may be granted permission by the President and CEO to participate in Civil Defense pre- Emergency Programs and test exercises during working hours without loss of pay or Universal Leave, subject to the following conditions:

- a) A request for such leave must be made in each instance in writing to the President and CEO by the official charged with the responsibility for the Civil Defense Program of Baltimore City.

- b) The total amount of time for which Civil Defense leave may be granted to an Employee for the purpose outlined above will not exceed thirty-seven and one-half (37.5) hours in any calendar year.

Section 4: Union Conventions, Conferences, and Training

Designated Union Stewards and/or Union vice presidents will be allowed to attend Union conventions and conferences provided the Union request for attendance is made in writing at least five (5) working days in advance, and the Senior Vice President, Human Resources approves the request. A designated Union Steward or Union vice president will be allowed no more than seven (7) days per year of Official Leave with pay for Union Conventions and Conferences.

Designated Union Stewards and/or Union vice presidents may also be granted Official Leave with pay for Union training initiatives provided the Union request for attendance is made in writing at least five (5) working days in advance and the Senior Vice President, Human Resources approves the request. Local 4007 may utilize no more than twenty (20) days per year of Official Leave with pay for Union Training.

Section 5: Bereavement Leave

Employees are allowed up to three (3) consecutive days off from their regularly scheduled duty with regular pay in the event of the death of the employee's: Spouse, Domestic Partner, Child, Stepchild, Parent, Stepparent, Father-In-Law, Mother-In-Law, Sibling, Stepsibling, or an Adult that stood in loco parentis* to the employee during childhood.

*In loco parentis refers to a relationship in which a person puts himself or herself in the situation of a parent by assuming and discharging the obligations of a parent to a child.

Employees are allowed one (1) day off from their regularly scheduled duty with regular pay in the event of the death of the employee's: Brother-In-Law, Sister-In-Law, Uncle, Aunt, Grandparent, Grandchild, or Spouse's Grandparent.

Section 6: Voting Leave

For non-U.S. presidential elections, Employees who do not have two (2) consecutive non-working hours off while the polls are open are entitled to take up to two (2) hours of paid leave to vote. The Employer may require proof that the Employee voted.

ARTICLE 12: MILITARY FURLOUGH

Section 1: Military Furlough Defined

Military Furlough is the placement of an Employee in a non-pay and non-work status, while the Employee is on active military service. An Employee is placed on Military Furlough when they enter active service in the Armed Forces of the United States, the U.S. Coast Guard, or the Public Health Service during any period in which persons are liable for involuntary induction into the armed services or during initial voluntary enlistment periods according to Federal Regulations.

The Employer agrees to follow the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended. If further amendments are made, the Employer will also abide by them.

Section 2: Leave Cash-out Option

Employees who are called for active military service shall be paid for all accrued Universal Leave at that date. The Employee, at their discretion, may elect not to be paid for Universal Leave but to leave it to their credit for use upon returning to employment.

ARTICLE 13: LEAVE OF ABSENCE

Section 1: Application for Leave of Absence

Any Employee who has completed one (1) year of continuous service and covered by this Agreement, upon an application in writing, including an explanation with documentation and with the approval from the Employer, may be granted a leave of absence without pay not to exceed six (6) months for the following reasons:

1. Educational purposes related to the Employee's employment
2. Election or appointment as an elected official of a recognized bargaining unit.

Such leave shall not be unreasonably denied provided the needs of the Employer are met; however, the Employee may be permanently replaced and may be considered for reemployment at the discretion of the Employer. Employees not retained are encouraged to review the HABC Job line, printed advertisements, and Website to look for jobs for which they qualify. Employees not retained are encouraged to apply for any jobs for which they feel qualified. Those Employees recalled to regular positions within twelve (12) months of the beginning of their leave of absence shall experience no break in the Employee's service, and if reinstated to a position in the same grade, shall receive their last rate of pay.

Section 2: Leave of Absence in Excess of Thirty (30) Days

An Employee on Leave of Absence without pay in excess of thirty (30) calendar days shall not lose any accrued leave or seniority but shall not continue to accrue any leave or seniority except for any Employee who is on a leave of absence without pay for military service. Those on Military Leave will continue to accrue seniority.

Except for reasons covered by the Family and Medical Leave Act, an Employee whose leave of absence or non-pay status exceeds thirty (30) calendar days may be permanently replaced and may be considered for re-employment solely at the discretion of the Employer.

ARTICLE 14: HOURS OF WORK

Section 1: Workday Defined

The regular workday for most Employees shall consist of a shift of eight (8) consecutive hours within a twenty-four (24) hour period commencing at a time designated by the Employer. This

eight (8)-hour shift shall include a thirty (30) minute unpaid lunch period, clean-up period, and rest period provided for in this Article.

Section 2: Work Week Defined

The normal workweek for most Employees shall consist of five (5) consecutive eight (8)- hour days within the seven (7) day workweek as defined by the Employer.

Section 3: Work Schedule Changes

Except for emergency situations, work schedules will not be changed without five (5) working days prior notice to the Employees affected.

The Employer will not use the changing of work schedules as a device for avoiding payment of overtime.

Section 4: Lunch Period

All Employees will be granted a sixty (60) minute lunch period during each workday. Thirty (30)-minutes of the lunch period will be paid and thirty (30)-minutes will be unpaid. Whenever possible, the lunch period shall be scheduled at the middle of each workday. A ten (10) minute paid rest break will be scheduled in the middle of the second half of the workday.

Section 5: Work Schedule Posting

Work schedules showing the Employee's workday and workweek shall be communicated to affected Employees.

ARTICLE 15: OVERTIME

Section 1: Overtime Rate

Any overtime work must be worked in units of fifteen (15) minutes in order to be compensable. Overtime must be approved in advance by a supervisor. Employees shall be compensated for overtime work as follows:

Employees will be compensated at the rate of one and one-half (1 ½) times their regular rate of pay for time they are required to work in excess of thirty-seven and one-half (37 ½) hours in a workweek.

- a) All Non-exempt Employees will be compensated at the rate of two (2) times their regular rate of pay for the time they are required to work on the seventh (7th) consecutive day of their normal workweek.
- b) Only Holidays and actual time worked shall be considered time worked in the computation of overtime for Local 4007.

Section 2: Overtime Distribution

The Employer agrees to make reasonable efforts to see that overtime work is distributed equitably among the Employees working within the same job classification and work location. Employees from other locations can be requested when the needs of HABC cannot be met with current staff at that location.

Section 3: Overtime Not Mandatory

Employees will not be forced to work overtime against their expressed desires as long as other qualified Employees willing to work can reasonably meet full requirements.

Section 4: Overtime by Supervisory Personnel

The Employer agrees to make a reasonable effort not to assign supervisory personnel to perform overtime work of unit personnel in order to avoid payment of overtime to unit members.

ARTICLE 16: MEAL ALLOWANCE

After an Employee has actually worked an eight (8) hour shift, and the Employee is required to work three (3) or more additional hours, the Employee shall receive up to a maximum of \$12.00 meal allowance. Requests for the meal allowance must be made on Form No. 1168 Local Travel and Meal Expense Voucher accompanied by appropriate receipts and submitted to the supervisor on or before the fifth (5th) day of the month.

ARTICLE 17: LAYOFF

In the event of a reduction in force, those laid off in affected classifications will be laid off in inverse order of continuous length of service (least senior first) with the Employer. If laid-off Employees are recalled within twelve (12) months, they shall retain their seniority, but if laid-off for more than twelve (12) months they will not retain their former seniority and will be considered a new Employee. The President of Local 4007 shall receive written notice at least forty-five (45) days in advance of any intended layoff or job abolishment. Only the Senior Vice President, Human Resources (or designee) will provide official notification to Employees regarding layoff or job abolishment.

ARTICLE 18: HEALTH AND SAFETY

The Employer shall maintain a safe and secure workplace for the protection of all employees. The Employer agrees to make reasonable efforts to provide safe and healthful working conditions in the various places where work is performed.

The Employer and the Union shall cooperate in the enforcement of safety practices. If an Employee feels that their work requires them to be in unsafe or unhealthy situations, the matter shall be brought to the attention of their supervisor. If not resolved, the Safety Officer should be contacted. If the matter is not adjusted satisfactorily, it will be processed according to the Grievance Procedure.

The Employer may mandate Employees to obtain appropriate inoculations or communicable diseases where exposure to the disease was in the course of employment and where inoculation is in response to a public health emergency or crisis. Employees may be exempt from inoculations (or vaccines) with a medical or religious reasonable accommodation.

The Employer and AFSCME Local 4007 have a legitimate interest in ensuring the safety and welfare of its Employees. HABC and AFSCME Local 4007 will continue to implement security and safety measures for the protection of Employees. A continuous review of safety measures shall be the joint responsibility of the HABC and the Union.

ARTICLE 19: PROTECTIVE CLOTHING

Section 1: Protective Clothing

The Employer will furnish each Employee, where necessary, protective clothing, rain gear, and gloves or any protective gear required under existing OSHA/MOSHA regulations without cost to the Employee and maintained in proper condition by the Employer. The Employer agrees to maintain, where appropriate, safe, and sanitary locker rooms and lavatory facilities.

Section 2: Safety Shoes

The Employer will provide, at no cost to the Employee, a selection of safety shoes through the Employer's vendor. The Employee, however, may purchase approved safety shoes (Oxfords, 6" boots, and 8" boots) elsewhere and be reimbursed up to one hundred and fifty (\$150.00) dollars by the Employer. Any Employee requiring special fit not available through the Employer's vendor will receive full reimbursement for such shoes. Reimbursement will be processed for replacement shoes when the Employee has turned in the shoes that require replacement and a properly documented receipt for the new shoes they purchased to the Human Resources Division.

ARTICLE 20: UNIFORMS

The Employer will provide uniforms for classifications as required by HABC's Policy and Operating Orders on Uniforms.

ARTICLE 21: VISITATION

Officers or accredited representatives of the Union who are not Employees of the Employer shall upon request, and after approval by the Senior Vice President, Human Resources, be admitted to the property of the Employer during working hours only for the purpose of ascertaining whether or not this Agreement is being observed by the parties or for assisting in the adjustment of grievances.

ARTICLE 22: WAGE RATES—JOB TITLES—PROMOTIONS

Section 1: Wage Rates

2025 Wage Rates

1. **On Scale:** Employees employed at the time of Ratification whose salary does not correspond to the scale in Appendix B-1 shall be placed on the salary scale in Appendix B-1 (one-time move), at the closest higher step to the Employee's then-current salary. Changes to salary as a result of placement on the scale in Appendix B-1 shall be retroactive to the first full pay period in January 2025.
2. **2025 COLA:** Retroactive to the first full pay period of January 2025, the salary scale shall increase by 2% as reflected in Appendix B-2.
3. **2025 Step Increase:** Retroactive to the first full pay period of January 2025, Employees will advance one step within their grade and job classification on the salary scale in Appendix B-2, contingent upon the Employee achieving a "Meets" or "Satisfactory" performance rating.
4. **2025 Compression Adjustment:** Employees not at the step that corresponds with their January 1, 2025 completed years of service within their grade and job classification on the then-applicable salary scale shall advance one step on Appendix B-2. This increase shall be retroactive to the first full pay period in July 2025.

Employees who have reached the maximum step within their grade and job classification will not receive step or compression increases.

2026 and 2027 Wage Rates

1. **COLA:** In the first full pay period of January 2026, the salary scale shall increase by 2% and in the first full pay period of January 2027, by 2.5%, as reflected in Appendix B-3 and B-4, respectively. COLA increases are contingent upon HABC's appropriation level of at least 90%.
2. **Step Increases:** In the first full pay period of February of 2026 and 2027, Employees will advance one step within their grade and job classification on the then-applicable salary scale, contingent upon the Employee achieving a "Meets" or "Satisfactory" performance rating and contingent upon HABC's appropriation level of at least 90%.
3. **Compression Adjustment:** In the first full pay period of July of 2026 and 2027, Employees not at the step that corresponds with their January 1, 2025 completed years of service within their grade and job classification on the then-applicable salary scale shall advance two steps on the applicable salary scale, contingent upon HABC's appropriation level of at least 90%. Compression adjustments are to occur during the term of this contract only.

Employees who have reached the maximum step within their grade and job classification will not receive step or compression increases.

Section 2: General Provisions:

- a) The classifications, grades, and salary schedule for Employees covered by this Agreement are as described in the attached Appendix B.

- b) **Clarification on Funding level:** The funding level from the prior year is the determining funding level for the following year's compensation (i.e., 2025 funding level will determine 2026). In any year when funding is below 90%, HABC retains the right to determine whether to offer COLA, step increases and compression increases and if so, at what level.
- c) Performance appraisals remain non-grievable and are tied only to step increases. COLAs and compression adjustments are not tied to performance appraisal. Any employee who receives an "unsatisfactory" or a "needs improvement" may request a meeting with an appropriate HR official to review their evaluation. The request will be honored if made within thirty days of receiving the evaluation. The employee may be accompanied by a Union representative.
- d) The Employer agrees to furnish the Union the classifications, rates of pay, and job descriptions of all classifications covered by this Agreement.
- e) The Employer will provide the Union with the process and/or method used in determining Titles and Grades.
- f) The Employer agrees to provide the Union with a copy of the job description for any new job to be established or any existing job to be reclassified or altered, within thirty (30) days prior to the respective creation or alteration of such jobs provided such jobs are to perform duties similar to those being performed by unit personnel.
- g) The Employer will attempt to fill all existing vacancies where Employees are serving in an Out-of-Title capacity in a timely manner. All Out-of-Title work performed shall be considered during the qualification process.
- h) The Employer agrees to furnish the Union copies of all open and promotional announcements.
- i) When vacancies within the unit are filled by promotion, the Employer agrees to recognize seniority as the deciding factor when all other factors are equal, as determined by the Employer.
- j) HABC, in its discretion, may consider an Employee's years of related work experience and training that provides the required knowledge and abilities, as a substitute for an educational degree requirement for a position to which an Employee is seeking promotion within the bargaining unit. Where certifications or licensure are required for a position, years of experience will not be a substitute for these requirements.
- k) Out-of-Title

Local 4007 - Employees who are temporarily required to perform duties of a higher classification shall be paid day for day after the eleventh (11th) consecutive day.

Employees will not receive out-of-title compensation for assignments that are 10-days or less. Union employees temporarily required to perform the duties of a higher classification (out-of-title) in excess of 10 days within a 30 day period, will be paid the salary grade and step as if they had been promoted, for all the days worked out-of-title during the 30 day period.

ARTICLE 23: LEGAL RESPONSIBILITY

The Employer agrees to indemnify and hold harmless Employees covered under this Agreement against any claims, which may arise in the course of carrying out their duties in an appropriate manner.

ARTICLE 24: CONTRACTING OF WORK

During the term of this Agreement, the Employer agrees to discuss with the Union any plan to contract work, which would directly result in a reduction in force at least three (3) months prior to its implementation.

ARTICLE 25: DISCIPLINE, DISCHARGE, AND REINSTATEMENT

Section 1: Discipline

Disciplinary action or measures shall, as a matter of general policy, be taken in private. The Employer may impose progressive discipline for less serious violations of rules and policies to include only the following:

- a) Verbal warning
- b) 1st Written Warning
- c) 2nd Written Warning
- d) Suspension without pay
- e) Discharge

However, the Employer reserves the right to impose more drastic disciplinary action including suspension without pay or immediate discharge, if the violation of rules and policies warrants.

Any disciplinary action or measure imposed upon an Employee is subject to the Grievance Procedure.

Section 2: Discharge

- a) An Employee shall not be discharged without just cause. At least twenty-four (24) hours before discharge, the Employer shall give the Employee, the Union President, and the Employee's designated staff representative written notice of the intent to discharge the Employee. The notice shall state the cause of such discharge. The Employer may place an Employee on Leave Without Pay for a period not to exceed ten (10) calendar days, during which a determination will be made as to the Employee's discharge. The provisions of this Article shall not apply to an Employee discharged during their probationary period.

- b) Employees should make every effort to speak directly with the immediate supervisor should they need to be absent from work. The supervisor should identify if they will accept text messages and/or emails as a sufficient form of communication during an unscheduled absence. Unreported absences of three (3) consecutive workdays will be cause for automatic discharge. If, within a reasonable time (not more than fifteen [15] working days thereafter), a justification for the unreported absence, which is documented and acceptable to the Employer, is furnished, the Employee may be reinstated. Except for reasons covered by the Family and Medical Leave Act, an Employee in a non- pay status in excess of thirty (30) calendar days may be replaced.

Section 3: Reinstatement

Should it be determined unilaterally by the Employer or as a result of findings developed in the Grievance Procedure, including arbitration, that an Employee has been unjustly suspended or discharged, the employee shall be reinstated with or without back pay or any portion thereof, as shall be deemed appropriate.

Section 4: Reference to Disciplinary Action

Verbal warnings shall not be referred to after six months.

First Written warnings placed in an Employee's personnel folder shall not be referred to, provided the Employee has had satisfactory job performance for a period of twelve (12) months from the date of the recorded incident and there have been no subsequent disciplinary actions recorded during that twelve (12) month period.

Second (2nd) written warnings and suspensions shall not be referred to, provided the Employee has had satisfactory job performance for a period of eighteen (18) months from the date of the recorded incident and there have been no subsequent disciplinary actions recorded during that eighteen (18) month period.

The Office of Human Resources shall make available any disciplinary correspondence, provided the Union President or Shop Steward presents a written authorization from the Employee.

Section 5: Transfers

Transfers shall not be used as a disciplinary measure.

ARTICLE 26: PERSONNEL POLICY

Any matter relating to employment, working conditions, benefits, or anything not specifically treated in this Agreement will be handled according to or governed by the Personnel Policy of the Employer as duly established.

No executive order from the Mayor of the City of Baltimore, the President and CEO of the Housing Authority, or any other Administrative Officer, shall supersede the items covered under this Agreement.

ARTICLE 27: HEALTH AND WELFARE

Section 1: Coverage

The Employer agrees to provide Health and Welfare benefits during the term of this Agreement, which may include an indemnity plan, a preferred provider network, a point of service plan, an HMO, or a combination of such plans.

<u>Employee</u> <u>Portion</u>	<u>HABC</u> <u>Portion</u>
20%	80%

In the event of a lay-off, the Employer shall continue to pay its share of the health insurance premium for the laid-off Employee(s) for a period not to exceed thirty (30) days, provided the affected Employee(s) pays their contribution for said coverage.

Section 2: Comparable Plans

The Employer shall provide comparable health insurance, disability and retirement benefit plans, with the same or improved benefits, to those offered through June 30, 2013 throughout the term of this Agreement. Whenever the Employer considers a change from a “current” plan to a “comparable” plan under this Article, it shall first provide to the Union, at least sixty (60) days before any change is to occur, a complete description of the suggested new plan and its benefits and any changes or differences that are expected. The word “comparable” when used herein shall mean substantially the same, but not identical, benefits, coverage and means of access to benefits, so that the value received by the participants before and after the change is equivalent.

Section 3: Disability Policy

An Employer-paid disability insurance policy will be provided. The policy will provide Employees disabled due to non-occupational illnesses or injuries approximately two-thirds (2/3) of their gross pay.

ARTICLE 28: TRAINING/TUITION

The Employer agrees to cooperate with the Union in the development of training programs and certifications that will enhance Employee performance and promotional opportunities. Such proposals will be submitted to the President and CEO of HABC for approval.

Tuition Assistance will be approved for job-related courses in accordance with the HABC Manual of Personnel Policy and Procedure.

HABC will offer training on skilled trades, such as electrical, plumbing and carpentry, which will be open to union members whose jobs require these skills. The Union will work in partnership with HABC to offer relevant training to unit employees.

ARTICLE 29: CHAIN OF COMMAND

The Union will be given an Organizational Chart, upon request.

ARTICLE 30: PENSION PLAN/RETIREMENT

The Employer shall provide a pension and retirement plan. Information concerning benefits shall be provided through the Human Resources Division.

ARTICLE 31: PENSION REPRESENTATIVE

Employees may apply for vacancies on the Pension Committee in accordance with the Pension Committee Charter and amendments. Members of the Pension Committee are appointed by the Board of Commissioners.

ARTICLE 32: MILEAGE REIMBURSEMENT

Mileage reimbursement shall be consistent with the business standard mileage rate as prescribed by the Internal Revenue Service (IRS).

ARTICLE 33: PERFORMANCE EVALUATION

Whenever an overall unsatisfactory performance evaluation is given, the Employee will be provided with a full explanation by the rating supervisor and may request the presence of their Shop Steward or Union President.

ARTICLE 34: TERMINATION, CHANGE, OR AMENDMENT

This Agreement shall be effective on January 1, 2025 and remain in full force and effect until December 31, 2027. It shall be automatically renewed from year to year thereafter, unless either party shall give the other party written notice of the desire to terminate, modify, or amend the Agreement.

Such notice shall be given to the other party by registered mail at least sixty (60) days prior to December 31, 2027, or the year involved. *Such notice shall be given in writing by mail and/or email, with copies to the Local Union President and President of Council 3 or to the Senior Vice President, Human Resources.*

AFSCME Local 4007

In Witness hereof, the parties hereto have set their hands and sealed on ____th day of December 2025.

FOR THE UNION BY:



Patrick Moran, President, AFSCME Council 3

FOR HABC BY



Janet Abrahams, President and Chief Executive Officer



Kevin Edwards, President, Local 4007



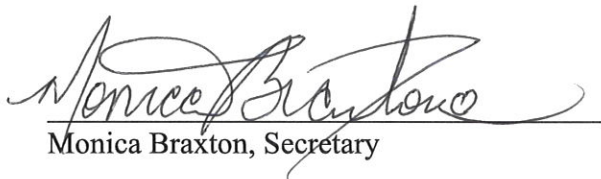
Monica Watkins, Executive Vice President and Chief Operating Officer



Vincent Timmons, Vice President



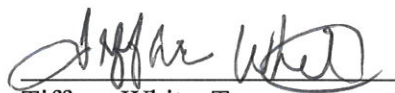
Michael Moore, Executive Vice President and Chief Administrative Officer



Monica Braxton, Secretary



Julia Sanders, Senior Vice President of Human Resources



Tiffany White, Treasurer



Crystal Tanzymore, Senior Manager, Human Resources

APPENDIX A-1

LOCAL 4007 - EXCLUSIVE PROVISIONS

Wage Rates and Classifications:

- (a) Job titles and grades shall be as determined by the Employer (See Appendix A-2).
- (b) The salary schedule for Employees covered by this Agreement is set forth in Appendix B.

APPENDIX A-2

LOCAL 4007 – CLASSIFICATIONS AND GRADES

Grade	Title
11	Materials Handler
	Receptionist
	Resident Aide
12	Office Assistant
13	Administrative Assistant
	Call Center Representative
14	Senior Administrative Assistant- Engineering
17	Administrative Specialist
18	Inspector- Public Housing
	Inspector I
	Program Specialist (Public Housing)
	Program Specialist I
19	
20	Claims Specialist
	Inspector II
	Program Specialist II
	Resident Relocation Specialist
	HCVP Inspection Scheduler
	Application Review Specialist

APPENDIX B-1
HOUSING AUTHORITY OF BALTIMORE CITY
LOCAL 4007

Wage Rates – At Ratification

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
11U	\$ 20.51	\$ 20.92	\$ 21.34	\$ 21.77	\$ 22.20	\$ 22.65	\$ 23.10	\$ 23.56	\$ 24.03	\$ 24.51	\$ 25.01	\$ 25.51	\$ 26.02	\$ 26.54	\$ 27.07	\$ 27.61	\$ 28.16	\$ 28.72	\$ 29.30	\$ 29.88
12U	\$ 20.68	\$ 21.10	\$ 21.52	\$ 21.95	\$ 22.39	\$ 22.83	\$ 23.29	\$ 23.76	\$ 24.23	\$ 24.72	\$ 25.21	\$ 25.71	\$ 26.23	\$ 26.75	\$ 27.29	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13
13U	\$ 20.85	\$ 21.27	\$ 21.69	\$ 22.13	\$ 22.57	\$ 23.02	\$ 23.48	\$ 23.95	\$ 24.43	\$ 24.92	\$ 25.42	\$ 25.92	\$ 26.44	\$ 26.97	\$ 27.51	\$ 28.06	\$ 28.62	\$ 29.20	\$ 29.78	\$ 30.37
14U	\$ 21.02	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.14	\$ 24.63	\$ 25.12	\$ 25.62	\$ 26.13	\$ 26.66	\$ 27.19	\$ 27.73	\$ 28.29	\$ 28.85	\$ 29.43	\$ 30.02	\$ 30.62
15U	\$ 21.19	\$ 21.61	\$ 22.04	\$ 22.48	\$ 22.93	\$ 23.39	\$ 23.86	\$ 24.34	\$ 24.82	\$ 25.32	\$ 25.83	\$ 26.34	\$ 26.87	\$ 27.41	\$ 27.96	\$ 28.52	\$ 29.09	\$ 29.67	\$ 30.26	\$ 30.87
16U	\$ 21.36	\$ 21.78	\$ 22.22	\$ 22.66	\$ 23.12	\$ 23.58	\$ 24.05	\$ 24.53	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.09	\$ 27.63	\$ 28.18	\$ 28.74	\$ 29.32	\$ 29.90	\$ 30.50	\$ 31.11
17U	\$ 22.44	\$ 22.89	\$ 23.34	\$ 23.81	\$ 24.29	\$ 24.77	\$ 25.27	\$ 25.77	\$ 26.29	\$ 26.82	\$ 27.35	\$ 27.90	\$ 28.46	\$ 29.03	\$ 29.61	\$ 30.20	\$ 30.80	\$ 31.42	\$ 32.05	\$ 32.69
18U	\$ 23.57	\$ 24.05	\$ 24.53	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.08	\$ 27.62	\$ 28.17	\$ 28.74	\$ 29.31	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.73	\$ 32.36	\$ 33.01	\$ 33.67	\$ 34.34
19U	\$ 24.77	\$ 25.26	\$ 25.77	\$ 26.28	\$ 26.81	\$ 27.35	\$ 27.89	\$ 28.45	\$ 29.02	\$ 29.60	\$ 30.19	\$ 30.80	\$ 31.41	\$ 32.04	\$ 32.68	\$ 33.33	\$ 34.00	\$ 34.68	\$ 35.37	\$ 36.08
20U	\$ 26.02	\$ 26.54	\$ 27.07	\$ 27.61	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49	\$ 31.10	\$ 31.72	\$ 32.35	\$ 33.00	\$ 33.66	\$ 34.33	\$ 35.02	\$ 35.72	\$ 36.44	\$ 37.17	\$ 37.91

APPENDIX B-2
HOUSING AUTHORITY OF BALTIMORE CITY
LOCAL 4007

Wage Rates - January 2025

Local 4007 - Wage Rates - January 1, 2025 through December 31, 2025																				
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
11U	\$ 20.92	\$ 21.34	\$ 21.77	\$ 22.20	\$ 22.65	\$ 23.10	\$ 23.56	\$ 24.03	\$ 24.51	\$ 25.01	\$ 25.51	\$ 26.02	\$ 26.54	\$ 27.07	\$ 27.61	\$ 28.16	\$ 28.72	\$ 29.30	\$ 29.88	\$ 30.48
12U	\$ 21.10	\$ 21.52	\$ 21.95	\$ 22.39	\$ 22.83	\$ 23.29	\$ 23.76	\$ 24.23	\$ 24.72	\$ 25.21	\$ 25.71	\$ 26.23	\$ 26.75	\$ 27.29	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73
13U	\$ 21.27	\$ 21.69	\$ 22.13	\$ 22.57	\$ 23.02	\$ 23.48	\$ 23.95	\$ 24.43	\$ 24.92	\$ 25.42	\$ 25.92	\$ 26.44	\$ 26.97	\$ 27.51	\$ 28.06	\$ 28.62	\$ 29.20	\$ 29.78	\$ 30.37	\$ 30.98
14U	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.14	\$ 24.63	\$ 25.12	\$ 25.62	\$ 26.13	\$ 26.66	\$ 27.19	\$ 27.73	\$ 28.29	\$ 28.85	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.23
15U	\$ 21.61	\$ 22.04	\$ 22.48	\$ 22.93	\$ 23.39	\$ 23.86	\$ 24.34	\$ 24.82	\$ 25.32	\$ 25.83	\$ 26.34	\$ 26.87	\$ 27.41	\$ 27.96	\$ 28.52	\$ 29.09	\$ 29.67	\$ 30.26	\$ 30.87	\$ 31.48
16U	\$ 21.78	\$ 22.22	\$ 22.66	\$ 23.12	\$ 23.58	\$ 24.05	\$ 24.53	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.09	\$ 27.63	\$ 28.18	\$ 28.74	\$ 29.32	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.74
17U	\$ 22.89	\$ 23.34	\$ 23.81	\$ 24.29	\$ 24.77	\$ 25.27	\$ 25.77	\$ 26.29	\$ 26.82	\$ 27.35	\$ 27.90	\$ 28.46	\$ 29.03	\$ 29.61	\$ 30.20	\$ 30.80	\$ 31.42	\$ 32.05	\$ 32.69	\$ 33.34
18U	\$ 24.05	\$ 24.53	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.08	\$ 27.62	\$ 28.17	\$ 28.74	\$ 29.31	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.73	\$ 32.36	\$ 33.01	\$ 33.67	\$ 34.34	\$ 35.03
19U	\$ 25.26	\$ 25.77	\$ 26.28	\$ 26.81	\$ 27.35	\$ 27.89	\$ 28.45	\$ 29.02	\$ 29.60	\$ 30.19	\$ 30.80	\$ 31.41	\$ 32.04	\$ 32.68	\$ 33.33	\$ 34.00	\$ 34.68	\$ 35.37	\$ 36.08	\$ 36.80
20U	\$ 26.54	\$ 27.07	\$ 27.61	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49	\$ 31.10	\$ 31.72	\$ 32.35	\$ 33.00	\$ 33.66	\$ 34.33	\$ 35.02	\$ 35.72	\$ 36.44	\$ 37.17	\$ 37.91	\$ 38.67

**APPENDIX – B-3-
HOUSING AUTHORITY OF BALTIMORE CITY
LOCAL 4007**

Wage Rates - January 2026

2026 COLA 2.0%

Local 4007 - Wage Rates - January 1, 2026 through December 31, 2026																				
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
11U	\$ 21.34	\$ 21.77	\$ 22.20	\$ 22.65	\$ 23.10	\$ 23.56	\$ 24.03	\$ 24.51	\$ 25.01	\$ 25.51	\$ 26.02	\$ 26.54	\$ 27.07	\$ 27.61	\$ 28.16	\$ 28.72	\$ 29.30	\$ 29.88	\$ 30.48	\$ 31.09
12U	\$ 21.52	\$ 21.95	\$ 22.39	\$ 22.83	\$ 23.29	\$ 23.76	\$ 24.23	\$ 24.72	\$ 25.21	\$ 25.71	\$ 26.23	\$ 26.75	\$ 27.29	\$ 27.83	\$ 28.39	\$ 28.96	\$ 29.54	\$ 30.13	\$ 30.73	\$ 31.35
13U	\$ 21.69	\$ 22.13	\$ 22.57	\$ 23.02	\$ 23.48	\$ 23.95	\$ 24.43	\$ 24.92	\$ 25.42	\$ 25.92	\$ 26.44	\$ 26.97	\$ 27.51	\$ 28.06	\$ 28.62	\$ 29.20	\$ 29.78	\$ 30.37	\$ 30.98	\$ 31.60
14U	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.14	\$ 24.63	\$ 25.12	\$ 25.62	\$ 26.13	\$ 26.66	\$ 27.19	\$ 27.73	\$ 28.29	\$ 28.85	\$ 29.43	\$ 30.02	\$ 30.62	\$ 31.23	\$ 31.86
15U	\$ 22.04	\$ 22.48	\$ 22.93	\$ 23.39	\$ 23.86	\$ 24.34	\$ 24.82	\$ 25.32	\$ 25.83	\$ 26.34	\$ 26.87	\$ 27.41	\$ 27.96	\$ 28.52	\$ 29.09	\$ 29.67	\$ 30.26	\$ 30.87	\$ 31.48	\$ 32.11
16U	\$ 22.22	\$ 22.66	\$ 23.12	\$ 23.58	\$ 24.05	\$ 24.53	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.09	\$ 27.63	\$ 28.18	\$ 28.74	\$ 29.32	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.74	\$ 32.37
17U	\$ 23.34	\$ 23.81	\$ 24.29	\$ 24.77	\$ 25.27	\$ 25.77	\$ 26.29	\$ 26.82	\$ 27.35	\$ 27.90	\$ 28.46	\$ 29.03	\$ 29.61	\$ 30.20	\$ 30.80	\$ 31.42	\$ 32.05	\$ 32.69	\$ 33.34	\$ 34.01
18U	\$ 24.53	\$ 25.02	\$ 25.52	\$ 26.03	\$ 26.55	\$ 27.08	\$ 27.62	\$ 28.17	\$ 28.74	\$ 29.31	\$ 29.90	\$ 30.50	\$ 31.11	\$ 31.73	\$ 32.36	\$ 33.01	\$ 33.67	\$ 34.34	\$ 35.03	\$ 35.73
19U	\$ 25.77	\$ 26.28	\$ 26.81	\$ 27.35	\$ 27.89	\$ 28.45	\$ 29.02	\$ 29.60	\$ 30.19	\$ 30.80	\$ 31.41	\$ 32.04	\$ 32.68	\$ 33.33	\$ 34.00	\$ 34.68	\$ 35.37	\$ 36.08	\$ 36.80	\$ 37.54
20U	\$ 27.07	\$ 27.61	\$ 28.17	\$ 28.73	\$ 29.30	\$ 29.89	\$ 30.49	\$ 31.10	\$ 31.72	\$ 32.35	\$ 33.00	\$ 33.66	\$ 34.33	\$ 35.02	\$ 35.72	\$ 36.44	\$ 37.17	\$ 37.91	\$ 38.67	\$ 39.44

APPENDIX B-4
HOUSING AUTHORITY OF BALTIMORE CITY
LOCAL 4007

Wage Rates - January 2027

2027 COLA 2.5%

Local 4007 - Wage Rates - January 1, 2027 through December 31, 2027																				
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
11U	\$ 21.88	\$ 22.31	\$ 22.76	\$ 23.21	\$ 23.68	\$ 24.15	\$ 24.63	\$ 25.13	\$ 25.63	\$ 26.14	\$ 26.67	\$ 27.20	\$ 27.74	\$ 28.30	\$ 28.86	\$ 29.44	\$ 30.03	\$ 30.63	\$ 31.24	\$ 31.87
12U	\$ 22.05	\$ 22.50	\$ 22.95	\$ 23.40	\$ 23.87	\$ 24.35	\$ 24.84	\$ 25.33	\$ 25.84	\$ 26.36	\$ 26.88	\$ 27.42	\$ 27.97	\$ 28.53	\$ 29.10	\$ 29.68	\$ 30.28	\$ 30.88	\$ 31.50	\$ 32.13
13U	\$ 22.23	\$ 22.68	\$ 23.13	\$ 23.60	\$ 24.07	\$ 24.55	\$ 25.04	\$ 25.54	\$ 26.05	\$ 26.57	\$ 27.10	\$ 27.65	\$ 28.20	\$ 28.76	\$ 29.34	\$ 29.93	\$ 30.52	\$ 31.13	\$ 31.76	\$ 32.39
14U	\$ 22.41	\$ 22.86	\$ 23.32	\$ 23.79	\$ 24.26	\$ 24.75	\$ 25.24	\$ 25.75	\$ 26.26	\$ 26.79	\$ 27.32	\$ 27.87	\$ 28.43	\$ 29.00	\$ 29.58	\$ 30.17	\$ 30.77	\$ 31.39	\$ 32.01	\$ 32.65
15U	\$ 22.59	\$ 23.05	\$ 23.51	\$ 23.98	\$ 24.46	\$ 24.95	\$ 25.45	\$ 25.95	\$ 26.47	\$ 27.00	\$ 27.54	\$ 28.09	\$ 28.66	\$ 29.23	\$ 29.81	\$ 30.41	\$ 31.02	\$ 31.64	\$ 32.27	\$ 32.92
16U	\$ 22.78	\$ 23.23	\$ 23.70	\$ 24.17	\$ 24.65	\$ 25.15	\$ 25.65	\$ 26.16	\$ 26.68	\$ 27.22	\$ 27.76	\$ 28.32	\$ 28.88	\$ 29.46	\$ 30.05	\$ 30.65	\$ 31.27	\$ 31.89	\$ 32.53	\$ 33.18
17U	\$ 23.93	\$ 24.41	\$ 24.90	\$ 25.39	\$ 25.90	\$ 26.42	\$ 26.95	\$ 27.49	\$ 28.04	\$ 28.60	\$ 29.17	\$ 29.75	\$ 30.35	\$ 30.95	\$ 31.57	\$ 32.20	\$ 32.85	\$ 33.51	\$ 34.18	\$ 34.86
18U	\$ 25.14	\$ 25.64	\$ 26.16	\$ 26.68	\$ 27.21	\$ 27.76	\$ 28.31	\$ 28.88	\$ 29.46	\$ 30.04	\$ 30.65	\$ 31.26	\$ 31.88	\$ 32.52	\$ 33.17	\$ 33.84	\$ 34.51	\$ 35.20	\$ 35.91	\$ 36.62
19U	\$ 26.41	\$ 26.94	\$ 27.48	\$ 28.03	\$ 28.59	\$ 29.16	\$ 29.74	\$ 30.34	\$ 30.95	\$ 31.57	\$ 32.20	\$ 32.84	\$ 33.50	\$ 34.17	\$ 34.85	\$ 35.55	\$ 36.26	\$ 36.98	\$ 37.72	\$ 38.48
20U	\$ 27.75	\$ 28.30	\$ 28.87	\$ 29.45	\$ 30.04	\$ 30.64	\$ 31.25	\$ 31.88	\$ 32.51	\$ 33.16	\$ 33.83	\$ 34.50	\$ 35.19	\$ 35.90	\$ 36.62	\$ 37.35	\$ 38.09	\$ 38.86	\$ 39.63	\$ 40.43

APPENDIX C: GRIEVANCE FORM (HABC NO. 151-65)



Employee Information (Please Type or Print)

SECTION I – Grievant Information

Full Name:

Last

First

M.I.

Job Title:

Employee ID #:

Date Filed:

Site Info:

Division

Organizational Unit

Steward's Name:

Last

First

M.I.

Date Incident Occurred:

A. **Statement of grievance based on fact(s) only: (Limit to 140 words)**

B. **Solution or Correction Recommended: (Limit to 140 words)**

Employee's Name

Signature

Date

Steward's Name

Signature

Date

SECTION II Step 1 Decision

Immediate Supervisor's Decision: (Limit to 140 words)

Date of Decision:

Immediate Supervisor's Name (Please Print)

Immediate Supervisor's Signature

Employee/Steward Check Appropriate Box(es) Below

Accepted - (Grievance Process Ends)

Rejected - (Request Appeal- Begin Step 2)

Date Decision Received:

Employee's Name (Please Print)

Employee's Signature

Steward's Name (Please Print)

Steward's Signature

IMPORTANT NOTE: All signatures and dates must be completed prior to requesting Step 2 of the Grievance Process.