

Amendment to the Memorandum of Understanding

Between

The American Federation of State, County and Municipal Employees

And

The State of Maryland

This amendment to the Memorandum of Understanding is made this 31st day of December 2024, by and between the State of Maryland (“Employer” or “State”), and the American Federation of State, County and Municipal Employees, AFL-CIO (“Union” or “AFSCME”).

The Memorandum of Understanding for employees in bargaining units, A, B, C, D, F and H dated January 1, 2024 – December 31, 2026, by and between the State and the Union is hereby modified in accordance with the terms of this amendment. Whenever there is a conflict between this amendment and the memorandum of understanding, the provisions of this amendment control, and the Memorandum of Understanding shall be construed accordingly.

The terms and provisions of the Memorandum of Understanding are hereby modified in the following manner:

Article 7. Wages

Section 1A. Wages

On June 30, 2025, the State of Maryland shall eliminate from the Standard Salary Schedule Grades 5 and 6 and Steps 3 and 4 to bring the minimum starting rate per hour to \$18.04. On June 30, 2025, the State shall eliminate Steps 3 and 4 of the Correctional Officer Salary Schedule, bringing the minimum to \$22.51.

Effective July 1, 2025, a general cost of living adjustment wage increase (COLA) consisting of 1% will be added to each grade and step of the pay plan(s) affecting bargaining unit employees.

All bargaining unit employees who are otherwise eligible shall receive an increment effective July 1, 2025, or January 1, 2026, based on the employee’s entry on duty (EOD) date.

On June 30, 2025, the State will add two (2) additional steps (step 27 and 28) on both the Standard Salary Schedule and the Correctional Officer Salary Schedule.

Section 1C. Minimum Wage Increase

On July 1, 2025, the minimum wage for State employees will be at least \$18.04 an hour. All bargaining unit employees earning less than \$18.04 an hour will be placed in the lowest step that provides them with at least \$18.04 an hour.

ARTICLE 10. Leave with Pay
[New] Section 12. Paid Family and Medical Leave

The parties recognize that, in accordance with the MOU Preamble, Paid Family and Medical Leave requires the approval by the General Assembly and is tentative pending approval of the General Assembly.

Beginning July 1, 2026, an eligible employee who experiences a qualifying event is eligible to receive up to twelve (12) weeks of Paid Family and Medical Leave. Employees are eligible to use Paid Family and Medical Leave immediately upon entering duty in State Service. An employee will not be required to pay contributions from wages to be eligible for Paid Family and Medical Leave. An eligible employee must submit the required documentation related to a request within 60 days of taking leave.

A qualifying event for which an eligible employee can request leave includes:

- (1) to care for or bond with the employee's child during the first twelve (12) months after the child's birth;
- (2) to care for or bond with a child during the first twelve (12) months after the child's placement from the foster care, kinship care, or adoption process, or during the foster care, kinship care, or adoption placement process;
- (3) to care for a family member with a serious health condition;
- (4) to care for themselves if the eligible employee has a serious health condition;
- (5) to care for a service member with a serious health condition who is the eligible employee's next of kin and whose serious health condition resulted from, or was exacerbated by, military service; or
- (6) To assist a service member subject to deployment who is a family member of the eligible employee.

An eligible employee may receive up to an additional twelve (12) weeks of Paid Family and Medical Leave for a total of 24 weeks of leave in a calendar year if:

- a) the eligible employee received medical leave to care for themselves and the eligible employee then experiences a qualifying event for child bonding leave; or
- b) the eligible employee received child bonding leave and then experiences a qualifying event for medical leave for themselves.

An eligible employee who is granted Paid Family and Medical Leave will receive paid leave at the employee's regular pay rate.

If an eligible employee is also eligible for Family Medical Leave Act (FMLA) leave, the FMLA leave will run concurrently with Paid Family and Medical Leave.

An eligible employee will be returned to the same or an equivalent position after their Paid Family and Medical Leave.

The Paid Family and Medical Leave will replace the State's parental leave. Maryland Annotated Code, State Personnel and Pensions, § 9-1108 will be repealed and reenacted, with amendments, to reflect Paid Family and Medical Leave.

The Paid Family and Medical Leave is not subject to payment and will be forfeited upon separation from State Service.

Access to the Paid Family and Medical Leave described in this section does not modify or otherwise effect the Leave Bank or the Employee-to-Employee Leave Donation program. Nor does access to this Paid Family and Medical Leave effect any changes on an employee's accrual of sick leave or on the use of accrued sick leave for service credit toward retirement as set forth in this MOU.

ARTICLE 39. LAYOFFS AND SEPARATIONS FOR LACK OF APPROPRIATION

Section 1. Layoff/Separations

The Employer agrees that prior to deciding a layoff, or a separation for lack of appropriations, the Employer will consider all of its reasonable alternatives. The Employer also agrees that, when possible, employees will be provided with 60 days' notice of a layoff or a separation for lack of appropriations. Prior to notifying specific employees that they will be subject to a layoff or a separation for lack of appropriations, the Employer will meet with the Union to discuss the relative merits of using a layoff versus separation for lack of appropriation, and in an effort to develop appropriate arrangements for affected employees. All layoffs shall be in strict conformance with applicable law and regulation including State Personnel and Pensions Article § 11-206 regarding seniority points. All separations for lack of appropriations shall be in strict conformance with applicable law and regulation, including State Personnel and Pensions Article Title 11, subtitle 3. If a job will be eliminated or phased out, then at the request of the affected employee, the employee shall be provided with a list of potential jobs within State service for which the employee may qualify.

[New] Section 2. FURLOUGHS

There shall be no furloughs of bargaining unit members from January 1, 2025, through June 30, 2026.

IN WITNESS WHEREOF, the parties hereto intending to be legally bound, have executed this amendment as of December 31, 2024.

Dyana Forester
Chief Negotiator

Patrick Moran
President

Stuart Katzenberg
Director of Collective Bargaining and Growth