

CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF THE LABOR COMMISSIONER

DEBORAH F. MOORE-CARTER, SPHR, SHRM-SCT
Labor Commissioner
417 E. Fayette Street, Suite 1203
Baltimore, Maryland 21202
410-396-4365

November 19, 2025

Antoinette Ryan-Johnson, President
City Union of Baltimore, Local 800, AFT, AFL-CIO
2117 N. Howard Street
Baltimore, MD 21218

Patrick Moran, President
AFSCME Maryland Council 3
1410 Bush Street, Suite A
Baltimore, MD 21230

Joshua L. Fannon, President
Baltimore Fire Officers, IAFF, Local 964, AFL-CIO, CLC
1030 S. Linwood Ave., Ste 200
Baltimore, MD 21224

Nichelle Lashley, President
Managerial and Professional
Society of Baltimore, Inc.
7 E. Redwood Street, 12th Floor
Baltimore, MD 21202

Matthew Coster, President
Baltimore Fire Fighters, IAFF Local 734, AFL-CIO, CLC
1202 Ridgely St
Baltimore, MD 21230

Michael Mancuso, President
Baltimore Lodge No. 3, Fraternal
Order of Police
3920 Buena Vista Rd.
Baltimore, MD 21211

Dear Presidents:

This Side Letter Agreement ("Agreement") is entered into by and between the City of Baltimore (the "City") and the employee organizations designated as exclusive representatives of City employees in bargaining units certified under the Municipal Labor Relations Ordinance ("MLRO"), including CUB, AFSCME, FOP, IAFF, and also including MAPS (the "Unions"), collectively the "Parties."

The Parties have a dispute regarding the meaning, application, and enforceability of Subtitle 11 ("City Employees and Retirees Health Benefits Program") of the MLRO. In particular, the Parties dispute whether: (1) City Council Ordinance 22-0165 was legally enacted and exceeds the express powers of the City Council and is consistent with the Baltimore City Charter; (2) whether the City has an obligation under applicable law to collectively bargain over the health benefits options and components of health benefit plans offered to employees and their eligible spouses and dependents; and (3) whether the City has an obligation under applicable law to collectively bargain with the Unions regarding the health benefits options, contributions, and components of health benefit plans for retirees, and their eligible spouses and dependents.

By entering into a successor Health and Prescription Drug Plan Agreement that covers active employees but excludes Medicare-covered retirees and retirees over 65 not eligible for Medicare, neither the City nor the Unions waive their position regarding the duty to bargain the health benefits options, contributions, and plan components for retirees. The Parties reserve the right to

have their dispute heard by a court. If a final decision is issued that holds that City Council Ordinance 22-0165 was properly enacted and the City is legally obligated to bargain with the Unions over retiree health benefits options, contributions, and plan components, the Parties shall promptly return to the bargaining table to negotiate over that subject.

Please accept this Side Letter as compliance with our understanding.

Sincerely,

Deborah F. Moore-Carter

Deborah F. Moore-Carter
Labor Commissioner

DFMC:DKT

Cc: Tonya Brinkley, Interim Director, DHR
Michael Mocksten, Director, DOF
Robert Cennane, Deputy Director, DOF
Ray Gulhar, Chief, Office of Employee Benefits Administration, DHR

ACCEPTED for City Union of Baltimore Local 800
Antoinette Ryan-Johnson

Antoinette Ryan-Johnson, President

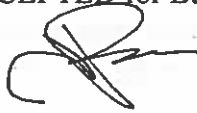
ACCEPTED for AFSCME Maryland Council 3
Patrick Moran

Patrick Moran, President

ACCEPTED for Fraternal Order of Police, Lodge 3
Michael Mancuso

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ACCEPTED for Baltimore Fire Officers, IAFF, Local 964, AFL-CIO, CLC



Joshua L. Fannon, President

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Nichelle Lashley, President