

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 15-06

APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT FOR
SERVICE/LABOR, OFFICE AND TRADES UNITS

WHEREAS, Title 16, Subtitle 2 of the Land Use Article of the Annotated Code of Maryland requires the Maryland-National Capital Park and Planning Commission (the “Commission”) to engage in collective bargaining for certain employees and under specified circumstances; and

WHEREAS, eligible Commission employees are organized into the Service/Labor, Office and Trades Bargaining Units and have elected the United Food and Commercial Workers, Local 1994, Municipal and County Government Employees’ Organization (MCGEO) to be their exclusive representative for the purpose of collective bargaining with the Commission; and

WHEREAS, the Commission’s collective bargaining agreement with MCGEO will expire as of June 30, 2015 (the “Expiring Agreement”); and

WHEREAS, in September 2014, the Commission’s designated management team began negotiations with MCGEO in good faith; and

WHEREAS, both parties collectively presented 69 initial proposals to amend, delete, or add various provisions to the Expiring Agreement for the three Bargaining Units named above; and

WHEREAS, both parties have reached agreement on proposals as reflected on Exhibit A, with all other provisions of the Expiring Agreement remaining the same; and

WHEREAS, the negotiations have been constrained by the current and long-term fiscal challenges facing the Commission; including, without limitation, the projected cost associated with the Commission’s health and other benefits programs, and the parties have expressed a mutual desire to identify strategies that will produce future savings in those costs areas; and

WHEREAS, the Commission expects to continue the Group Insurance Plan (“Plan”), but it is the Commission’s position that there is no implied contract between employees and the Commission to do so, and reserves the right at any time and for any reason to amend or terminate the Plan, subject to the Commission’s collective bargaining agreement; and

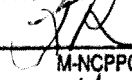
WHEREAS, the respective bargaining teams have reached a proposed agreement that is subject to ratification by the Commission and MCGEO, such proposed agreement terms as attached hereto and incorporated in this Resolution as Exhibit A; and

WHEREAS, the proposed agreement terms will become effective July 1, 2015, unless expressly specified otherwise therein;

NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves, and does hereby ratify, the provisions contained in the proposed collective bargaining agreement terms attached hereto as Exhibit A; and

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other officers to make, enter into, and execute such other agreements, instruments and further assurances as may be necessary to effectuate its decision to approve and ratify the proposed collective bargaining agreement terms attached hereto as Exhibit A.

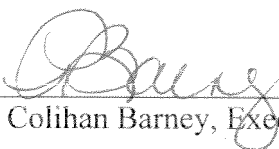
APPROVED AS TO LEGAL SUFFICIENCY



M-NCPPC Legal Department
Date 4/29/15

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 15-06, adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Washington, seconded by Commissioner Shoaff, with Commissioners, Hewlett, Anderson, Bailey, Fani-Gonzalez, Geraldo, Presley, and Wells-Harley voting in favor of the motion, and Commissioner Dreyfuss, being absent from the special Commission teleconference held on Thursday, April 30, 2015, from the County Administration Building in Upper Marlboro, Maryland, the Montgomery Regional Office in Silver Spring, Maryland, and the Executive Office Building in Riverdale, Maryland.



Patricia Colihan Barney, Executive Director