

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is made and entered into this day December 31, 2023 by and between the Board of Trustees for the Community College of Baltimore County 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 3376, representing custodial, maintenance, landscaping and related 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 Community College of Baltimore County 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" (Article 4 Section 4.2 and 4.3); and replace any mention of "Maryland Public Employees Council 67" with "AFSCME Maryland Council 3" (Article 4 Section 4.1).

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

By: KMB
Kory Blake, Administrator
AFSCME Council 67

Date: 12-11-2023

Community College of Baltimore County

By: [Signature]
[NAME] Melissa Hoff
[TITLE] VP, Admin Svcs

Date: 1/22/24