

CHANGES TO MOU
University of Maryland, Baltimore &
American Federation of State, County and Municipal Employees (AFSCME)
NON-EXEMPT EMPLOYEES - September 28, 2012

Article 4. WAGES AND COMPENSATION

Section 2. Acting Capacity Pay

The restriction against bargaining unit employees serving in an acting capacity in a supervisory position has been eliminated.

Section 3. On-call Pay

“On call” payments are increased from \$24 to \$27 per day

Article 5. PERFORMANCE EVALUATION

Fosters discussion between supervisor and employee in the PDP process when a rating is below “meets standards,” and when comments on an evaluation of “meets standards” are perceived by an employee as negative.

Article 8. LEAVE OF ABSENCE

Section 8. Leave of Absence Without Pay

-Clarifies that Leave of Absence without pay is not an entitlement (protects the job)

-Explains the procedure for requesting LOA without pay

-Requires employees who will not be returning to UM to notify supervisor as soon as practicable; failure to notify of the intent to return within the two weeks before the approved period constitutes a resignation

-Clarifies that extensions of approved LOA without pay are not guaranteed

Article 12. DISCIPLINARY PROCEDURES

Section 2. Disciplinary Suspension – Time Limits

Increases the amount of time from 3 to 5 working days for Management to investigate and prepare the imposition of a disciplinary suspension

Article 16. MISCELLANEOUS

Section 3. Personnel File

When requested, files in the employee’s personnel file dealing with prior disciplinary action older than 2 years will be removed.

Section 7. Release Time for Blood Donation and Flu Shots

Subject to request and supervisory approval, adds paid time of up to 1 hour to obtain flu vaccinations offered by UM or any entity offering flu shots on campus

Section 11. Transportation Program

The UM subsidy of the MTA Commuter Pass is increased from the current \$16 to \$18 for the first year of the MOU, and to \$20 and \$22 each for the two following years

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Cont'd

Article 17. LAYOFF AND RECALL

Section 5. Recall List

Reduces the amount of time a laid off employee will remain on the layoff recall list from 3 to 2 years, and documents the list of Departments governing layoff and recall rights

Article 20. TELEWORK

- The employee does not sign a Telework Agreement. Instead, the employee signs Certification Form acknowledging all the aspects of the MOU's Telework Policies and all Teleworker responsibilities
- The criterion for a PDP evaluation of "meet standards" in all categories of performance applies for the current rating cycle, but the MOU does not include the requirement for a "meets standards" rating in the *previous* cycle
- All of the contents of the Telework Agreement appended to the existing UM Telework Policy are found in the MOU Article, but in a slightly different structure