MONTGOMERY COLLEGE
and
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO
COUNCIL 67, LOCAL 2380

MEMORANDUM OF AGREEMENT

June 15, 2026

The Agreement between AFSCME, Local 2380 (the Union) and the Board of Trustees of Montgomery College (the College) provides for negotiations for the 2027 fiscal year. After negotiating in good faith, the parties agree to the following changes to the Agreement.

NON-ECONOMIC CHANGES

Revise Section 8.12(A) as follows:

(A) Union Business Time Off.

Between December 1st and December 15th of each year, employees may voluntarily contribute hours of unused accrued annual leave to a "Union Business Time Off Bank" for use by employees to attend to Union business, attend training, conventions or other union sponsored events during the coming calendar year. Any time off used under this procedure shall be recorded and charged in accordance with procedures agreed upon by the parties. Any unused hours contributed to the Union Business Time Off Bank may be carried over to subsequent contract years up to a maximum of 650 hours. The maximum number of employees eligible to use time off from this Bank is twenty-one (21). No more than ten (10) employees shall be approved for time off during the same period of time under this provision. Any use of time off from the Union Business Time Off Bank must be by written request to the immediate supervisor from the Union President or Union Staff Representative ("Union Official"), at least five (5) workdays prior to the requested time off date and requires the written approval of the immediate supervisor and the Union Official prior to the beginning of the time off.

Revise Section 8.12(B) as follows:

(B) Short Notice Business Time Off.

The College shall establish a bank of forty (40) hours of short notice Union Business Time Off for use in each fiscal year. Such time off shall be utilized by Union Officials (defined as shop stewards or members of the Union's executive committee) to investigate grievances, attend investigative interviews initiated by Management, or perform other activities related to the enforcement of the Agreement. In the event the Union Official is attending a joint committee established by Management or grievance meetings with Management, no time off shall be deducted from this bank. However, a Union official must provide their supervisor with as much advance notice as possible and receive approval prior to utilizing the time off. All work time utilized in the performance of such activities must be appropriately accounted for per the procedures established by the Office of Human Resources and Strategic Talent Management.

Revise Section 11.5(A) as follows:

(A) Labor/Management Collaboration Committee.

In order to foster cooperative and collaborative labor relations between Management and the Union and to attempt to resolve matters that affect bargaining unit employees, there is hereby established a Labor/Management Collaboration Committee. This Committee shall be comprised of five representatives of Management and five representatives of the Union. The Committee shall meet six times per fiscal year to discuss issues of concern to Management and the Union. If an issue arises, either party may request an additional meeting or meetings to discuss that issue and, if the requesting party provides sufficient detail about the subject, efforts will be made to schedule the meeting(s) so that individuals from Management and the Union familiar with the details of the particular issue can be present. Management and the Union shall exchange proposed agenda items one week in advance of each meeting. If a scheduled meeting is canceled, Management and the Union will attempt to reschedule the meeting within three (3) weeks of the date of the canceled meeting.

ECONOMIC CHANGES

Section 7.7 – Salary Adjustments.

Effective July 1, 2026, the College will increase the wage schedule in Appendix Two of the Agreement by 2.5%. For the Fiscal Year 2027, the College will increase the wages of employees by 2.5%, provided that an employee's wage does not exceed the maximum of the applicable grade level set forth in Appendix Two of the Agreement.

For the Union:

Lori A. Ulrich

Lori A. Ulrich, President

Date: 6/15/2026

For the College:

Sherwin A. Collette, Senior Vice President for Administrative and Fiscal Services

Date: 6-15-2026