

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

**MEMORANDUM OF AGREEMENT**

September 17, 2018

Having negotiated in good faith, the parties agree to the following changes in the Collective Bargaining Agreement for Fiscal 2019:

**ARTICLE 7 - WAGES**

**Section 7.7(A) - Salary Adjustments.** There shall be a one percent (1.00%) general wage adjustment to the extent that an employee's salary does not exceed the top of the grade level assigned to that employee's position.

**Section 7.7(B) - Increment Adjustment to Salary.** Effective second full pay period of September 2018, employees who have been in the bargaining unit for at least one year as of the beginning of the 2019 fiscal year are eligible for an increment of two percent (2.00%) to the extent that an employee's salary does not exceed the top of the grade level assigned to that employee's position.

**Date of adjustment** - Management will provide, in addition to the wage adjustments made pursuant to these changes in Article 7, a lump sum payment, less lawful deductions, equal to the amount of the wage adjustment, if any, that would have been made to employees as of July 1, 2018.

**New compensation program** – Management will implement a market based compensation program effective July 1, 2018. A revised Appendix Two is attached to this MOA.

**ARTICLE 11 – UNION PRIVILEGES**

**Section 11.4(C) – Modified Agency Shop.**

The language addressing a “Modified Agency Shop” in Section 11.4(C) is no longer effective and is removed from the Agreement consistent with the decision of the United States Supreme Court in *Janus v. AFSCME, Council 31*, No. 16-1466, 585 U.S. \_\_\_\_ (2018).

**ARTICLE 12 – INSURANCE AND OTHER BENEFITS**

**Section 12.3 – Educational Assistance Program.**

For FY 19, the individual caps in Sections 12.3(A) and 12.3(B) are \$2500.00.

For FY 19, the total benefits payable under Section 12.3(A) is \$400,000.

For FY 19, \$50,000 of the funds available for Travel Related Expenses for Administrators, Associate & Support Staff, and Temporary with Benefits Staff pursuant to College Policy & Procedure (P&P) 35001CP will be reserved for members of the bargaining unit, with the following condition: Management will monitor bargaining unit usage of travel funds and if members of the bargaining unit have not used \$25,000 in EAP travel funds by December 30, 2018 then the remaining EAP travel funds reserved for bargaining unit members will be released for general availability for both bargaining and non-bargaining staff in accordance with P&P 35001 for the remainder of FY 19. The total travel benefits payable under Section 12.3(C) for Travel Related Expenses shall not exceed \$50,000.

The following Section 12.3(D) is added:

**(D) Information on Use.**

Management shall provide information to the Union on use of benefits under this Section 12.3 on or before December 1 and April 1 each year, to include: the total amount of available funds used; the number of employees whose requests for benefits have been approved and the type of benefits approved; the number of employees whose requests for benefits have not been approved and the reason for the denial; and how employee usage under this Section 12.3 compares to the usage of similar benefits by other College employee groups.

For AFSCME, Local 2380:

For the College:

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