

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2025 Legislative Session

Legislative Day No. 13

Bill No. 61 -2025

Introduced by: The Chairperson at the request of the County Executive

Short Title: Collective Bargaining Agreement- American Federation of State, County and Municipal Employees, Howard County Local 3080, Council 3, AFL-CIO

Title: AN ACT approving a multi-year collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3080, Council 3, AFL-CIO that will be effective through the end of Fiscal Year 2027 and that includes payment of certain compensation in future fiscal years; approving provisions in a collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3080, Council 3, AFL-CIO, that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual; providing for the application of this Act; and generally relating to the collective bargaining agreement between Howard County and American Federation of State, County and Municipal Employees, Howard County Local 3080, Council 3, AFL-CIO.

Introduced and read first time _____, 2025. Ordered posted and hearing scheduled.

By order _____
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2025.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2025 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this ___ day of _____, 2025 at ___ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2025

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, the American Federation of State, County and Municipal Employees,
2 Howard County Local 3080, Council 3, AFL-CIO (“Local 3080”) and the County reached
3 agreement through a Memorandum of Agreement (the “Agreement”) that is effective through
4 June 30, 2027; and

5
6 **WHEREAS**, in accordance with Section 1.111(e) of the Howard County Code, the
7 County Executive is required to submit to the County Council for its approval all provisions
8 in collective bargaining agreements that are in conflict with Title 1 “Human Resources” of
9 the Howard County Code or the Employee Manual (the “conflicting provisions”); and

10
11 **WHEREAS**, the members of Local 3080 have ratified the Agreement, and the
12 Agreement includes provisions that are in conflict with Title 1 of the County Code or the
13 Employee Manual; and

14
15 **WHEREAS**, the Agreement includes the amount of compensation to be paid to
16 members of Local 3080 during Fiscal Year 2026 and Fiscal Year 2027; and

17
18 **WHEREAS**, the Agreement requires the payment by the County of funds from an
19 appropriation in a later fiscal year and therefore is subject to the multi-year provisions of
20 Section 612 of the Howard County Charter that requires Council approval of the Agreement.

21
22 **NOW, THEREFORE,**

23
24 ***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that in*
25 *accordance with Section 612 of the Howard County Charter, it approves the terms of the*
26 *Memorandum of Agreement between Howard County, Maryland and the American*
27 *Federation of State, County and Municipal Employees, Howard County Local 3080, Council 3,*
28 *AFL-CIO, as provided in Section 1.606(e) of the Howard County Code, which shall be in*
29 *substantially the same form as Exhibit 1 attached to this Act.*

1 **Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland
2 that the County Council hereby endorses and ratifies the County Executive's signature and
3 execution of the Agreement, which shall be in substantially the same form as Exhibit 1
4 attached to this Act, for such term in the name of and on behalf of the County.

5
6 **Section 3. And Be It Further Enacted** by the County Council of Howard County, Maryland
7 that, in regard to the Memorandum of Agreement between Howard County, Maryland and
8 the American Federation of State, County and Municipal Employees, Howard County Local
9 3080, Council 3, AFL-CIO, the County Council approves the Conflicting Provisions, attached
10 to Bill as Exhibit 2, that are in conflict with the provisions of Title 1 "Human Resources" of
11 the Howard County Code or the Employee Manual.

12
13 **Section 4. And Be It Further Enacted** by the County Council of Howard County, Maryland
14 that if there is a conflict between the Agreement attached to this Act and the Howard County
15 Pay Plan, the provisions contained in the Agreement shall control.

16
17 **Section 5. And Be It Further Enacted** by the County Council of Howard County, Maryland
18 that the provisions of this Act shall apply to the pay period that includes July 1, 2025.

19
20 **Section 6. And Be It Further Enacted** by the County Council of Howard County, Maryland
21 that, in accordance with Section 612 of the Howard County Charter, Section 1 and Section 2
22 of this Act shall be effective immediately upon its enactment.

23
24 **Section 7. And Be It Further Enacted** by the County Council of Howard County, Maryland
25 that, subject to Section 6, this Act shall become effective 61 days after its enactment.