

Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Agreement, attached to the Bill as Exhibit A, between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 1810, Council 67, AFL-CIO conflict with the provisions of Title 1 “Human Resources” of the Howard County Code or the Employee Manual:

1. Preamble
2. Section 1.4 – New Classifications
3. Section 1.5 – Union Continuity
4. Section 2.2 – Dues Deductions for Employees who Join the Union.
5. Section 2.3 – Service Fee for Employees Who Are Not Members of the Union
6. Section 2.4 – Condition Precedent for Dues and Fee Deductions
7. Section 2.5 – Accounting
8. Section 2.6 – Periodic Dues/Service Fees Deduction
9. Section 2.7 – Authorization for Dues Deductions
10. Section 2.8 – Insufficient Pay for Dues or Service Fee
11. Section 2.9 – Amount of Dues/Service Fees
12. Section 2.10 – Indemnification Clause
13. Section 2.11 – Failure to pay the Service Fee
14. Section 3.1 – Designation of Representatives
15. Section 3.3 – Individual Representation
16. Section 3.4 – Union Visitation
17. Section 3.5 – Union Representation
18. Section 3.6 – Union Office
19. Section 3.7 – Orientation
20. Section 3.8 – Informational Meetings
21. Section 5.1 – Regular Workweek
22. Section 7.1 – Salary Scale; Adjustments
 - Subsection (a)
23. Section 7.2 – Step Increment; Copy of Performance Review
 - Subsection (c)
24. Section 7.3 – Meal Allowances
25. Section 8.1 – Shift Differential
 - Subsections (a), (b) and (c)

26. Section 8.2 – Overtime- FLSA NON-EXEMPT EMPLOYEES
27. Section 8.3 – Call-in-Pay
28. Section 8.4 – Stand-by Pay
29. Section 8.6 – Emergencies
30. Article 9 – Secondary Employment
31. Section 10.1 – Holidays
 - Subsections (a), (b), (c), (d), (e) and (f)
32. Section 10.2 – Annual Leave
 - Subsections (e) and (f)
33. Section 10.9 – Leave of Absence
34. Section 10.10 – Union Leave
35. Section 11.1 – Health Insurance
 - Subsection (b)
36. Article 13 – Grievance Procedure
37. Section 14.2 – Removal of Information
38. Section 14.3 – Employee Additions
39. Article 15 – Safety
40. Article 16 – Use of Telephones
41. Article 17 – P.E.O.P.L.E. Deduction
42. Section 18.1 – Vacancies
43. Section 18.2 – Work Standards – Trial Period
44. Section 18.3 – Demotions
45. Article 23 – Submission to the Council