

Pursuant to Section 1.111(e) of the Howard County Code, the following provisions of the Memorandum of Agreement, attached to the legislation as Exhibit A, between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 3080, Council 67, AFL-CIO conflict with the provisions of Title 1 “Human Resources” of the Howard County Code or the Employee Manual:

1. Section 1.2 – Unit Description

Subsection (c)

2. Section 2.2 – Dues Deductions for Employees Who Join the Union
3. Section 2.3 – Service Fee for Employees Who are Not Members of the Union
4. Section 2.4 – Accounting
5. Section 2.5 – Dues or Service Fee Deductions
6. Section 2.6 – Dues Authorization
7. Section 2.7 – Dues Deduction/Insufficient Pay
8. Section 2.8 – Change in Dues
9. Article 3 – Rights of Unit Members/Union Representatives –

The preamble

10. Section 3.3 – Individual Representation
11. Section 3.4 – Union Visitation
12. Section 3.5 – Union Representation

Subsections (a) and (b)

13. Section 3.6 – Use of Bulletin Board
14. Section 3.7 – Union Office
15. Section 3.8 – Orientation For New Hires
16. Section 5.3 – Meal Breaks
17. Article 6 – Layoffs and Furloughs
18. Section 7.1 – Roll Call Pay
19. Section 7.2 – Salary Scales; Increases
20. Section 7.3 – Step Increments
21. Section 8.1 – Shift Differential
22. Section 8.2 – Overtime
23. Section 8.3 – Call-in-Pay
24. Section 8.4 – Inclement Weather

- 25. Section 8.6 – Uniform Service
- 26. Section 8.7 – Emergency Closing
- 27. Section 8.8 – Acting Duty Pay
- 28. Section 8.9 – Court Time
- 29. Section 8.10 – Specialty Pay
- 30. Section 8.11 – Longevity Pay
- 31. Section 10.1 – Holidays
  - Subsection (c)
- 32. Section 10.2 – Annual Leave
  - Subsections (d), (e) and (f)
- 33. Section 10.4 – Disability Leave
  - Subsections (c) and (l)
- 34. Section 10.8 – Bereavement Leave
  - Subsections (d) and (e)
- 35. Section 10.9. Leave of Absence
  - Subsection (b)
- 36. Section 10.10 – Union Leave
- 37. Article 12 – Protective Clothing and Uniforms
- 38. Article 14 – Grievance Procedure
- 39. Section 15.1 – Grievances
- 40. Section 16.2 – Removal of Information
- 41. Section 16.3 – Unit Member Additions
- 42. Section 18.1 – Filling Vacancies
- 43. Article 19 – Labor/Management Committee
- 44. Article 20 - P.E.O.P.L.E. Deduction
- 45. Article 21 – Inmate Infectious Disease Control
- 46. Article 25 – Duration and Finality of Agreement