

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 3085, Council 67, AFL-CIO conflict with the provisions of Title 1 “Human Resources” of the Howard County Code or the Employee Manual:

1. Section 1.4 – New Classifications
2. Section 1.5 – Contingent Workers
3. Section 1.6 – Union Continuity
4. Section 1.7 – Bargaining Unit Work
5. Section 2.2 - Dues Deductions for Employees who Join the Union
6. Section 2.3 – Service Fee for Employees Who Are Not Members of the Union
7. Section 2.4 – Failure to Pay Service Fee
8. Section 2.5 – Condition Precedent for Dues and Fee Deductions
9. Section 2.7 – Periodic Dues/Service Fees Deduction
10. Section 2.8 – Authorization for Dues Deductions
11. Section 2.9 – Insufficient Pay for Dues or Service Fee
12. Section 2.10 – Amount of Dues/Service Fees
13. Section 2.11 – Indemnification Clause
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 – Use of Bulletin Board
19. Section 3.7 – Union Office
20. Section 3.8 – Orientation
21. Section 3.10 – Informational Meetings
22. Section 5.1 – Regular Workweek
23. Section 5.2 – Work Schedules
24. Section 5.4 – Changes to Time Cards/Payroll Sheets.
25. Section 5.5 – Testing; Medical Examinations
26. Section 5.6 – Paid Status
27. Article 6 – Layoffs

Subsection (b)

- 28. Section 7.1 – Salary Scale; Adjustments
 - Subsection (a)
- 29. Section 7.2 – Step Increment; Copy of Performance Review
 - Subsection (c)
- 30. Section 7.3 – Longevity
- 31. Section 7.4 – Meal Allowances
- 32. Section 7.5 – Leave Without Pay
- 33. Section 7.6 – Collection and Payment of Income Taxes
- 34. Section 8.1 – Shift Differential
 - Subsections (a)(1), (b)(1), (b)(2) and (c)
- 35. Section 8.3 – Call-in-Pay
- 36. Section 8.4 – Stand-by Pay
- 37. Section 8.5 – Welder’s Premium
- 38. Section 8.6 – Commercial Driver’s Licenses (CDLs)
- 39. Section 8.9 – Mechanics’ Certification Premium
- 40. Section 8.10 – Emergencies
- 41. Section 8.11 – Multi-Task Certification
- 42. Section 8.12 – Temporary Assignment Pay
- 43. Section 8.13 – Snow Removal Premium
- 44. Section 8.14 – Certified Trainers
- 45. Section 8.15 – Landfill Employees
- 46. Article 9 – Secondary Employment
- 47. Section 10.1 – Holidays
 - Subsections (b), (c), (d), (e) and (f)
- 48. Section 10.2 – Annual Leave
 - Subsections (c), (e) and (f)
- 49. Section 10.4 – Disability Leave
 - Subsections (b) and (h)
- 50. Section 10.9 – Leave of Absence
 - Subsection (b)
- 51. Section 10.10 – Union Leave
- 52. Section 11.1 – Health Insurance

Subsection (b)

- 53. Article 12 – Protective Clothing and Uniforms
- 54. Article 13 – Grievance Procedure
- 55. Section 14.2 – Removal of Information
- 56. Section 14.3 – Employee Additions
- 57. Article 15 – Safety
- 58. Article 16 – Tool Replacement
- 59. Article 17 – Use of Telephones
- 60. Article 18 – P.E.O.P.L.E. Deduction
- 61. Section 19.1 – Vacancies
- 62. Section 19.2 – Work Standards – Trial Period
- 63. Section 19.3 – Demotions
- 64. Article 20 – Labor/Management Committee
- 65. Article 21 – Pension
- 66. Article 23 – Duration and Finality of Agreement