

**Memorandum of Agreement**  
**July 7, 2009**

[It is understood that the terms of this Memorandum of Agreement are subject to review and ratification by vote of the bargaining unit members affected by these changes.],

Whereas the City desires to modify the work schedule and various terms for certain employees who are assigned to Solid Waste Collection as defined below and whereas the Union desires to have certain unit positions reinstated so as to avoid the layoff of the employees in those positions, the parties have agreed to modify the existing MOU as follows:

1. Effective July 13, 2009, the Department of Public Works shall reinstate fifteen (15) positions which had been previously eliminated and to reinstate those employees who have been laid off or who have accepted positions as temporary employees.

2. The MOU shall be modified as follows:

Article 14, ¶ C.3. – Hours of Work.

Amend Article 14, to add as ¶ 14.C.3.a, the following:

“Effective July 13, 2009, all members of the bargaining unit who are assigned to the Solid Waste Collection (mixed refuse, recycling and corner can collection) shall be assigned to a forty hour work week, which shall consist of four 10 hour days, Tuesday, Wednesday, Thursday and Friday. The employees thus assigned shall be given two paid breaks of fifteen (15) minutes each, at their election, one in the morning and one in the afternoon, and a paid lunch of forty-five (45) minutes. Employees who are so assigned shall be excused from further work upon completion of the routes and associated tasks to which they are regularly assigned for their day of work.

“The Bureau of Solid Waste shall publish an initial regular route schedule consisting of approximately 68 routes. The Bureau agrees to discuss route configurations or any modifications upon notification by the Union.

Article 14, ¶ J. – Hours of Work.

Amend current language to provide as follows:

“When any employee assigned to one of the collection routes in the Bureau of Solid Waste (mixed refuse, recycling or corner can collection) completes all of the tasks and/or routes to which he or she is assigned for the regular day of work, those employees shall be excused from further work and duty assignments for that day.”

Article 15, ¶ A. – Overtime.

Amend Article 15, ¶ A to additionally provide at the end of the current paragraph:

**Article 14, ¶ J. – Hours of Work.**

Amend current language to provide as follows:

**“When any employee assigned to one of the collection routes in the Bureau of Solid Waste (mixed refuse, recycling or corner can collection) completes all of the tasks and/or routes to which he or she is assigned for the regular day of work, those employees shall be excused from further work and duty assignments for that day.”**

**Article 15, ¶ A. – Overtime.**

Amend Article 15, ¶ A to additionally provide at the end of the current paragraph:

**“Overtime at the rate of time and one half of regular pay shall apply to all four day 10 hour employees in the Bureau of Solid Waste upon completion of the assignment, route or task for that day, or ten (10) hours of work if assigned to a four 10 hour day of work, or for work on a regularly assigned day off from work.”**

**Articles 10/11/12/13 and 15 – Paid Leave and Premium Pay.**

Add the following to amend Article 14, to add as ¶ 14.C.3.b, the following:

**“Effective July 13, 2009, any full day of paid leave used by a member of the bargaining unit who is assigned to Solid Waste Collection on the basis of a four 10 hour day work week shall be debited on the basis of ten (10) hours for each day used. Benefit accruals shall continue to remain the same, so, for example, employees shall continue to receive a total of 88 hours of holiday leave for each year (plus additional paid days off for election days and Presidential inauguration day). One full day of accrued leave for such events as holidays, vacation, personal leave, sick leave, and death leave shall be accrued on the basis of eight (8) hours of pay. If an employee accrues and/or uses less than a full day of work, the leave used shall be accounted for in apportioned units of 1/10<sup>th</sup>.”**

Add the following to amend Article 10, to add as ¶ 10.I., the following:

**“For holiday leave due and accrued under ¶ 14.C.3.b for employees assigned to Solid Waste Collection, ten (10) hours shall be deducted for each observed holiday that falls on the employee’s regular day of work (i.e., Tuesday through Friday). Any hours not expended to cover observed holidays that fall on a regular day of work (i.e., Tuesday through Friday) may be used for paid time off from work on other dates.”**

Add the following to amend Article 10, to add as ¶ 10.J., the following:

**When an observed holiday falls on a regular day of work (i.e., Tuesday through Friday) for ten hour day employees assigned to Solid Waste Collection, a “make up” collection day will be scheduled on the following Saturday. Employees shall be expected to report for work on a “make up” collection day in the same manner as on a regular day of work, and they shall be paid for the “make up” day the rate at time and one half of their regular rate of pay.”**

**Article 36 – Miscellaneous.**

**Add the following as Article 36, ¶ 36.B.:**

**“By September 1, 2009, the Employer and the Union shall organize and convene Joint Committee to explore an incentive housing program for bargaining unit members who choose to reside in the City of Baltimore.”**