


<b>FROM</b>	NAME & TITLE	<i>Phyllis Lee</i> Phyllis Lee, HR Business Partner	CITY OF BALTIMORE  <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Baltimore City Health Department 1001 E. Fayette St.		
	SUBJECT	Change of Union Status		

DATE: **October 11, 2017**

**TO**

**Deborah Moore-Carter, Labor Commissioner  
Office of the Labor Commissioner  
417 E. Fayette Street, Suite 1405  
Baltimore, MD 21202**

In June 2010, the Baltimore City Health Department acquired the stand alone agency Aging and Retirement Education. Prior to this acquisition, positions in the Aging and Retirement Education agency were appointed positions and had no union affiliation. Since the acquisition, the agency is now a Division of the Health Department and has been renamed to the Division of Aging and CARE Services. Over the years it has been noticed that some employees hired directly by the Health Department, were hired as a unionized employee. Therefore, we have employees with the same exact position titles, some are unionized and some are not, which is an inequity we want to correct. The majority of individuals who fall into this category hold City Union of Baltimore (CUB) positions.

It would be beneficial for these employees to have City Union of Baltimore representation for the following reasons:

1. Employees that are CUB-Unrepresented are not eligible for the CUB Sick Bank, meaning they cannot donate to nor receive time from the Sick bank program in case of serious illness of themselves or of a relative. Without this benefit, employees will have to go through the Sick Leave Donation program-which may not be easy for them, or if coworkers are unwilling to donate sick time.
2. Employees who are unrepresented have no shop steward/representative to advise them through a discipline, termination or grievance process which means that they have no assurance of due process in the workplace. Without representation by the union, employees can feel that they are not protected from arbitrary and unfair treatment by management.
3. Employees who have union representation are given a voice and support to seek better working conditions and safer working environments.
4. Because unions strive to improve working conditions, employees tend to be more content at the organization, which leads to greater employee engagement and commitment, all of which leads greater productivity.

Due to the increased retention of unionized employees, the organization saves money by not having to recruit and train new employees and it also leads to greater employee satisfaction. This request is merely administrative, with no cost to the employer, but a win-win for effected employees and the City Union of Baltimore. Therefore, we are requesting that the following employee is changed to unionized employees.

EMPL ID	First Name	Last Name	Job Code	Job Title	Position Number	Years of Service	Salary Plan Union Code	Union Information Union Code
039163	Rose	Redding	81311	CARE AIDE	40858	16yrs 9mo	CUB Represented	CUB Unrepresented
024203	Nathaniel	Gordon	81331	GERIATRIC DAY CARE AIDE	16120	35 yrs 8mo	CUB Represented	CUB Unrepresented
029094	Nicole	Braxton	81331	GERIATRIC DAY CARE AIDE	16078	22yrs	CUB Represented	CUB Unrepresented
011362	Sherrie	Williams	81331	GERIATRIC DAY CARE AIDE	16079	16yrs 11mo	CUB Represented	CUB Unrepresented
038370	Keah	Berry Hagood	81380	INFORMATION AND REFERRAL WORKER	16070	15yrs 3mo	CUB Represented	CUB Unrepresented
019489	Janice	Green	33212	OFFICE SUPPORT SPECIALIST II	40861	14yrs 11mo	CUB Represented	CUB Unrepresented
049362	Margaret	Adams	81322	PROGRAM ASSISTANT I	47403	9yrs 5mo	CUB Represented	CUB Unrepresented
023230	Verna	Kindle	83113	Recreation Leader II Elder Act	16116	23yrs 7mo	CUB Represented	CUB Unrepresented
024890	Ardie	Shaw	81172	SENIOR SOCIAL SERVICES COORDIN	16096	24yrs 3mo	CUB Represented	CUB Unrepresented
041577	Juliet	Saunders	81172	SENIOR SOCIAL SERVICES COORDIN	47605	9yrs 8mo	CUB Represented	CUB Unrepresented
028077	Karen	Wheeler	81151	SOCIAL PROGRAM ADMINISTRATOR I	16087	28yrs 5mo	CUB Represented	CUB Unrepresented
027957	Mary	Parker Collins	81151	SOCIAL PROGRAM ADMINISTRATOR I	47389	33yrs 2mo	CUB Represented	CUB Unrepresented
011628	Leslie	Yancey	81151	SOCIAL PROGRAM ADMINISTRATOR I	48978	23yrs 4mo	CUB Represented	CUB Unrepresented
020463	Dana	Senior	81171	SOCIAL SERVICES COORDINATOR	16111	10yrs 2mo	CUB Represented	CUB Unrepresented
041108	Freida	Jones	81111	SOCIAL WORK ASSOC II	40342	10yrs 8mo	CUB Represented	CUB Unrepresented
049055	Diana	Thompson	81111	SOCIAL WORK ASSOC II	16073	9yrs 7mo	CUB Represented	CUB Unrepresented
028193	Teresa	Clark Palucki	72411	CONTRACT ADMINISTRATOR I	16102	29yr 8mo	CUB Represented	CUB Unrepresented
028540	Annlyn	Porter	34133	ACCOUNTING ASSISTANT III	16101	9yrs	CUB Represented	CUB Unrepresented

CC: Tanisha Bomani, BCHD HR-Director

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