



January 18, 2002

James Carroll, President
City Union of Baltimore- CUB
Local 800, AFT, AFL-CIO
2117 N. Howard Street
Baltimore, Maryland 21218

Re: *Emergency Medical Aides – Side Letter*

Dear Mr. Carroll:

Notwithstanding the provisions of the Memorandum of Understanding (FY 2002-2003), between the City of Baltimore (City) and the City Union of Baltimore (CUB) this Side Letter is executed to document the understanding and accord between the parties (City and Union) with respect to Emergency Medical Aides of Field Health Services of the Baltimore City Health Department. It is understood that this Side Letter shall apply solely to the Emergency Medical Aides in Field Health Services, and shall not be construed as precedent setting nor be applied to other classifications, within the bargaining unit or to other Health Department programs.

Accordingly, it is hereby agreed that the following understandings have been reached:

1. For any week that an Emergency Medical Aide has the on call assignment, the employee shall receive twenty (20) hours of compensatory time or compensation for pay at the straight time rate.
2. If an on call assignment occurs during a week that an official City holiday is observed, the employee shall receive twenty-five (25) hours of compensatory time or compensation for pay at the straight time rate.
3. If on any night of the on call duty assignment, the employee has a high volume of requests for assistance, a liberal leave policy will be in effect. The employee may use accumulated time for the next workday. Leave for this specific purpose will not be considered an occasion under the City's Attendance Monitoring Program and no disciplinary action will be taken.
4. In the event that the amount of time spent responding to calls during a regular week exceeds twenty (20) hours or a holiday week exceeds twenty-five (25) hours, the employee will be compensated hour for hour for the additional time over the 20 or 25 hours.



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This Side Letter is effective as of July 1, 2001. Please accept this Side Letter as compliance with our understanding.

Sincerely,



Denise F. Gregory
Labor Commissioner

DFG/DFMC/W/CUB SIDE LTR EMT

Accepted for the City Union of Baltimore:



James A. Carroll, President

cc: Peter Beilenson, M.D., M.P.H.
Alphonso Gibbs, Jr., M.S.W.
Deborah F. Moore-Carter
Bernadette Greene
Lewis S. Kitzmiller, II
Kimberly Allen
James A. Carroll