

**MONTGOMERY COLLEGE
and
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO
COUNCIL 67, LOCAL 2380**

MEMORANDUM OF AGREEMENT

March 22, 2021

The Agreement between AFSCME, Local 2380 (the Union) and the Board of Trustees of Montgomery College (the College) provides for reopener negotiations for the 2022 fiscal year. After negotiating in good faith, the parties agree to the following:

Section 7.7 of the Agreement is revised as follows:

Section 7.7 – Salary Adjustments.

Effective July 1, 2021 (the first day of the fiscal year), there shall be no wage increase for employees in the bargaining unit, except that:

If the College determines that the actual revenues received by the College for fiscal 2022 require or permit additional adjustments to employee wages, the College shall notify the Union and the Parties agree to promptly meet and negotiate in good faith in an effort to reach agreement on such changes.

Section 12.3 of the Agreement is revised as follows:

Section 12.3 – Educational Assistance Program.

(A) General Educational Assistance.

Management shall provide an Educational Assistance Program. All benefits provided under this Section 12.3 in any fiscal year shall be used in accordance with 35001CP of the College's Policies and Procedures. Effective the first day of fiscal year 2022, the maximum benefit payable shall be equal to two thousand eight hundred dollars (\$2,800) per employee; provided that the total benefits payable under this Section 12.3 in fiscal year 2022 shall not exceed four hundred thousand dollars (\$400,000).

(B) Educational Assistance for Coursework.

Notwithstanding the language of Section 12.3(A), full time bargaining unit staff enrolled in graduate or undergraduate coursework beyond the Associate's Degree level may be reimbursed above the \$2,800 maximum benefit amount. Reimbursement will be made per credit taken equal to the University of Maryland College Park credit rate for in-state tuition and fees for graduate or undergraduate coursework, not to exceed twelve (12) credits in fiscal year 2022. Part-time employees who are regularly scheduled to work less than forty (40) hours, but not less than twenty (20) hours per week may be reimbursed in the proportion that their work week is to a forty (40) hour work week.

(C) Travel Related Expenses.

Employees shall be eligible to participate in the Reimbursement of Travel-Related Expenses for Administrators, Associate & Support Staff, and Temporary with Benefits Staff as provided by Montgomery College pursuant to 35001CP of the College's Policies and Procedures.

For fiscal year 2022, \$50,000 of the funds available for Travel Related Expenses for Administrators, Associate & Support Staff, and Temporary with Benefits Staff pursuant to College Policy & Procedure (P&P) 35001CP will be reserved for members of the bargaining unit, with the following condition: Management will monitor bargaining unit usage of travel funds and if members of the bargaining unit have not used \$25,000 in EAP travel funds by December 30, 2021, then the remaining EAP travel funds reserved for bargaining unit members will be released for general availability for both bargaining and non-bargaining staff in accordance with P&P 35001 for the remainder of fiscal year 2022.

(D) Information on Use.

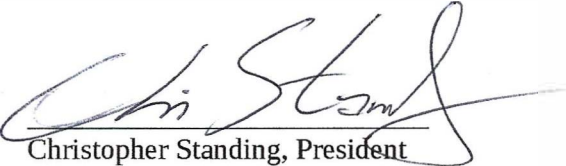
Management shall provide information to the Union on use of benefits under this Section 12.3 on or before December 1 and April 1 each year, to include: the total amount of available funds used; the number of employees whose requests for benefits have been approved and the type of benefits approved; the number of employees whose requests for benefits have not been approved and the reason for the denial; and how employee usage under this Section 12.3 compares to the usage of similar benefits by other College employee groups.

Other agreed-to matters:

The parties agree that they will continue to negotiate over matters in accordance with Section 14.1(B) of the Agreement.


The parties further agree to engage in discussions on the limitations and uses of funds set aside to support educational and travel-related expenses for the Educational Assistance Program, in light of the ongoing pandemic conditions.

For the Union:


Christopher Standing, President

Date: 22nd March, 2021

For the College:



Chair, Montgomery College Board of Trustees

Date: April 16, 2021