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**TOPIC:** USM Coalition Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Representing the Nonexempt Employees of the Coalition Institutions (Information Item)

**COMMITTEE:** Organization and Compensation (Executive Session)

**DATE OF COMMITTEE MEETING:** September 9, 2010

**SUMMARY:** Seven USM institutions (UMBC, CSU, BSU, UMES, FSU, UB and UMUC) bargain as the USM Coalition with respect to certain common subjects of bargaining for their non-exempt employees, including wages, benefits, employee leave and grievance procedures. Coalition bargaining is coordinated by the USM with the participation of the seven coalition institutions. After a coalition agreement is reached on those common issues, each institution then negotiates the remaining campus-specific issues with AFSCME and incorporates the coalition agreement into an MOU with the union.

The USM Coalition and AFSCME have concluded negotiations for a third three-year agreement that will be effective from its ratification through June 30, 2013. With the exception of one provision, the agreement is identical to the prior three year agreement which expired on July 30, 2010. Its key elements are:

- No COLA or merit pay increases in FY 2011.
- Agreement to reopen negotiations to with regard to compensation increased in FY 2012 and 2013.
- Continuation of prior years' agreement regarding other benefits, leave and grievance procedures
- A new provision acknowledging agreement to reopen negotiations over any matter that may, by law, become a permissible subject of bargaining during the term of the agreement.

The last item was sought by the union to clarify that the coalition institutions will agree to reopen negotiations if any statutory subjects of bargaining are expanded before June 30, 2013. In particular, AFSCME may wish to seek a change in the law that currently excludes employee service fees from bargaining with the USM. If the union pursues this amendment to the collective bargaining law successfully, under this provision, it could thereafter reopen negotiations with the USM regarding service fees.

**ALTERNATIVES(S):** This is an information item, with no action required.

**FISCAL IMPACT:** There are no additional annual costs to the USM or the Coalition institutions associated with this agreement

**CHANCELLOR'S RECOMMENDATION:** N/A

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COMMITTEE RECOMMENDATION: Approved

DATE: 09/17/10

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BOARD ACTION:

DATE:

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SUBMITTED BY: Joseph F. Vivona (301) 445-1923