

Amendment to the Memorandum of Understanding
Between
AFT Healthcare - Maryland
And
The State of Maryland

This amendment to the Memorandum of Understanding is made this 30th day of December 2024, by and between the State of Maryland (“Employer” or “State”), and AFT Healthcare-Maryland (“AFT” or “the Union”).

The Memorandum of Understanding for employees in bargaining unit E dated January 1, 2024 – December 31, 2026, by and between the State and the Union is hereby modified in accordance with the terms of this amendment. Whenever there is a conflict between this amendment and the memorandum of understanding, the provisions of this amendment control, and the Memorandum of Understanding shall be construed accordingly.

The terms and provisions of the Memorandum of Understanding are hereby modified in the following manner:

Article 6, Wages. Section 1A. Wages

Effective July 1, 2025, a general cost of living adjustment wage increase (COLA) consisting of 1% will be added to each grade and step of the pay plan(s) affecting bargaining unit employees.

All bargaining unit employees who are otherwise eligible shall receive an increment effective July 1, 2025, or January 1, 2026, based on the employee’s entry on duty (EOD) date.

On June 30, 2025, the State of Maryland shall eliminate from the standard salary schedule Grades 5 and 6 and Steps 3 and 4 to bring the minimum wage and starting rate per hour to \$18.04. Also, on June 30, 2025, the State will add two (2) additional steps (step 27 and step 28) on the Standard Salary Schedule.

Article 6, Wages. Section 2. Shift Differential

The Employer shall pay a shift differential to an employee who works a qualifying shift. A qualifying shift means a full-time or permanent part-time shift which starts at or after 2 P.M. and at or before 1 A.M. The Employer shall pay a shift differential on a prorated basis to an employee who works any part of a qualifying shift. The rate of shift differential pay shall be \$1.00/hour for eligible classifications in salary grades 5 through 21.

Shift differential shall be paid to Registered Nurses, Respiratory Therapists and Respiratory Care Practitioners in 24/7 facilities as follows:

Weekday Evening:	\$2.60/hour
Weekday Night:	\$2.00/hour
Weekend Day:	\$2.00/hour
Weekend Evening:	\$4.60/hour
Weekend Night:	\$4.00/hour

The Employer shall not pay a shift differential to an employee who is on leave.

Article 6, Section 2A. Shift Differential LMC

The State will form a labor-management committee to collaborate with AFT-Healthcare to improve the application and consistency of Shift Differential payments.

ARTICLE 7. Holidays

Section 2B. Pre-Scheduled Holidays

Holidays for certain employees, typically 24/7 facilities, are pre-scheduled on days other than the holidays mentioned in Section 1. This schedule is determined in advance. If employees who have their holiday pre-scheduled are required to work on that pre-scheduled holiday day, they are compensated as follows:

- a) Cash overtime employees are paid for the number of holiday hours pre-scheduled plus payment at the rate of time and one-half for the number of hours actually worked.
- b) Compensatory leave eligible employees are paid for the number of hours prescheduled plus credited with holiday compensatory time for the number of hours actually worked, which must be used within one (1) year after having accrued this time.
- c) Registered Nurses and Respiratory Care Nurses working in 24/7 state institutions prescheduled to work on the following holidays will receive premium pay at the rate of time and one-half for the number of hours prescheduled:

New Years Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Day After Thanksgiving

Christmas Day

This provision does not apply to an employee who is on leave without pay during the same pay period as the assigned holiday.

ARTICLE 9. LEAVE WITH PAY

Section 12. Paid Family and Medical Leave

The parties recognize that, in accordance with the MOU Preamble, Paid Family and Medical Leave requires the approval by the General Assembly and is tentative pending approval of the General Assembly.

Beginning July 1, 2026, an eligible employee who experiences a qualifying event is eligible to receive up to twelve (12) weeks of Paid Family and Medical Leave.

Employees are eligible to use Paid Family and Medical Leave immediately upon entering duty in State Service. An employee will not be required to pay contributions from wages to be eligible for Paid Family and Medical Leave. An eligible employee must submit the required documentation related to a request within 60 days of taking leave.

A qualifying event for which an eligible employee can request leave includes:

- (1) to care for or bond with the employee's child during the first twelve (12) months after the child's birth;
- (2) to care for or bond with a child during the first twelve (12) months after the child's placement from the foster care, kinship care, or adoption process, or during the foster care, kinship care, or adoption placement process;
- (3) to care for a family member with a serious health condition;
- (4) to care for themselves if the eligible employee has a serious health condition;
- (5) to care for a service member with a serious health condition who is the eligible employee's next of kin and whose serious health condition resulted from, or was exacerbated by, military service; or
- (6) To assist a service member subject to deployment who is a family member of the eligible employee.

An eligible employee may receive up to an additional twelve (12) weeks of Paid Family and Medical Leave for a total of 24 weeks of leave in a calendar year if:

- a) the eligible employee received medical leave to care for themselves and the eligible employee then experiences a qualifying event for child bonding leave;

or

b) the eligible employee received child bonding leave and then experiences a qualifying event for medical leave for themselves.

An eligible employee who is granted Paid Family and Medical Leave will receive paid leave at the employee's regular pay rate.

If an eligible employee is also eligible for Family Medical Leave Act (FMLA) leave, the FMLA leave will run concurrently with Paid Family and Medical Leave.

An eligible employee will be returned to the same or an equivalent position after their Paid Family and Medical Leave.

The Paid Family and Medical Leave will replace the State's parental leave. Maryland Annotated Code, State Personnel and Pensions, § 9-1108 will be repealed and reenacted, with amendments, to reflect Paid Family and Medical Leave.

The Paid Family and Medical Leave is not subject to payment and will be forfeited upon separation from State Service.

Access to the Paid Family and Medical Leave described in this section does not modify or otherwise effect the Leave Bank or the Employee-to-Employee Leave Donation program. Nor does access to this Paid Family and Medical Leave effect any changes on an employee's accrual of sick leave or on the use of accrued sick leave for service credit toward retirement as set forth in this MOU.

IN WITNESS WHEREOF, the parties hereto intending to be legally bound, have executed this amendment as of December 30, 2024.



Dyana Forester
Chief Negotiator



Rose Wertz
Field Coordinator