

**Amendment to the Memorandum of Understanding**  
**Between**  
**American Federation of Teacher – Healthcare**  
**And**  
**The State of Maryland**

This amendment to the memorandum of understanding is made this 28<sup>th</sup> day of December 2022, by and between the state of Maryland, and the American Federation of Teachers-Healthcare.

The Memorandum of Understanding for employees in bargaining unit, E dated January 1, 2021 – December 31, 2023, by and between the state and the Union is here by 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 here by modified in the following manner:

#### **Article 6. Wages**

##### **Section 1A. Wages**

All bargaining unit employees who are otherwise eligible shall receive an increment effective July 1, 2023, or January 1, 2024, based on the employee's entry on duty (EOD) date.

#### **Article 6. Wages**

##### **Section 1B. Annual Salary Review**

##### **As a result of the Annual Salary Review (ASR) process, effective July 1, 2023:**

**The following classifications in Mental Health Graduate and Professional Counselor series will receive a one-grade increase. Employees will receive a 6% increase in pay:**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>	<b>Comment</b>
0311	MH Graduate Professional Counselor	STD 0015	E	<b>STD 0016</b>	1-grade
0312	MH Professional Counselor	STD 0017	E	<b>STD 0018</b>	1-grade
0313	MH Professional Counselor Adv	STD 0018	E	<b>STD 0019</b>	1-grade
0314	MH Professional Counselor Supv	STD 0018	S	<b>STD 0019</b>	1-grade
4809	MH Professional Counselor, CI	STD 0018	E	<b>STD 0019</b>	1-grade
4811	MH Professional Counselor Adv, CI	STD 0019	E	<b>STD 0020</b>	1-grade
	MH Professional Counselor, PSCS		E	<b>STD 0019</b>	est new class
	MH Professional Counselor, Adv, PSCS		E	<b>STD 0020</b>	est new class

**The following classifications in Coordinator of Special Programs series will receive a 6% increase in pay:**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
2722	Coord Spec Prgms Hlth Serv I-2722	STD 0012	E	<b>STD 0013</b>
5351	Coord Spec Prgms Hlth Serv I-5351	STD 0012	E	<b>STD 0013</b>
1340	Coord Spec Prgms Hlth Serv II Addictn-1340	STD 0013	E	<b>STD 0014</b>
5545	Coord Spec Prgms Hlth Serv II Addictn-5545	STD 0013	E	<b>STD 0014</b>
2817	Coord Spec Prgms Hlth Serv II Dev Dsbl-2817	STD 0013	E	<b>STD 0014</b>
5562	Coord Spec Prgms Hlth Serv II Dev Dsbl-5562	STD 0013	E	<b>STD 0014</b>
2818	Coord Spec Prgms Hlth Serv II Hlth Serv-2818	STD 0013	E	<b>STD 0014</b>
5563	Coord Spec Prgms Hlth Serv II Hlth Serv-5563	STD 0013	E	<b>STD 0014</b>
2721	Coord Spec Prgms Hlth Serv II Mtl Hlth-2721	STD 0013	E	<b>STD 0014</b>
5561	Coord Spec Prgms Hlth Serv II Mtl Hlth-5561	STD 0013	E	<b>STD 0014</b>
0476	Coord Spec Prgms Hlth Serv III Addictn-0476	STD 0014	E	<b>STD 0015</b>
0491	Coord Spec Prgms Hlth Serv III Dev Dsbl-0491	STD 0014	E	<b>STD 0015</b>
0484	Coord Spec Prgms Hlth Serv III Hlth Serv-0484	STD 0014	E	<b>STD 0015</b>
0479	Coord Spec Prgms Hlth Serv III Mtl Hlth-0479	STD 0014	E	<b>STD 0015</b>
1334	Coord Spec Prgms Hlth Serv IV Addictn-1334	STD 0015	E	<b>STD 0016</b>
2819	Coord Spec Prgms Hlth Serv IV Dev Dsbl-2819	STD 0015	E	<b>STD 0016</b>
2820	Coord Spec Prgms Hlth Serv IV Hlth Serv-2820	STD 0015	E	<b>STD 0016</b>
2344	Coord Spec Prgms Hlth Serv IV Mtl Hlth-2344	STD 0015	E	<b>STD 0016</b>

**The following classifications in Art Therapist series will receive a one-grade increase. Employees will receive a 6% increase in pay:**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
4205	Art Therapist I-4205	STD 0016	E	<b>STD 0017</b>
4650	Art Therapist I, CI-4650	STD 0017	E	<b>STD 0018</b>
4206	Art Therapist II-4206	STD 0017	E	<b>STD 0018</b>
4176	Art Therapist II, CI-4176	STD 0018	E	<b>STD 0019</b>

**The following classifications in Registered Nurse series will receive a one-grade increase. Employees will receive a 6% increase in pay:**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
4672	Clinical Nurse Specialist Med, CI-4672	STD 0022	E	<b>STD 0023</b>
4290	Clinical Nurse Specialist Med-4290	STD 0021	E	<b>STD 0022</b>
4289	Clinical Nurse Specialist Psych-4289	STD 0021	E	<b>STD 0022</b>
0352	Clinical Nurse Specialist, CI-0352	STD 0022	E	<b>STD 0023</b>
4215	Comm Hlth Nurse I-4215	STD 0017	E	<b>STD 0018</b>
4216	Comm Hlth Nurse II-4216	STD 0018	E	<b>STD 0019</b>
4217	Comm Hlth Nurse Psychiatric-4217	STD 0019	E	<b>STD 0020</b>
4244	Hlth Fac Surveyor Nurse I-4244	STD 0019	E	<b>STD 0020</b>
4245	Hlth Fac Surveyor Nurse II-4245	STD 0020	E	<b>STD 0021</b>

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
4438	Home Health Nurse-4438	STD 0019	E	<b>STD 0020</b>
4250	Medical Serv Reviewing Nurse I-4250	STD 0018	E	<b>STD 0019</b>
4251	Medical Serv Reviewing Nurse II-4251	STD 0019	E	<b>STD 0020</b>
4301	Nurse Practitioner Psychiatric MDH-4301	INDV 0018	E	<b>6%</b>
4818	Nurse Practitioner/Midwife I, CI-4818	STD 0021	E	<b>STD 0022</b>
4256	Nurse Practitioner/Midwife I-4256	STD 0020	E	<b>STD 0021</b>
4819	Nurse Practitioner/Midwife II, CI-4819	STD 0022	E	<b>STD 0023</b>
4257	Nurse Practitioner/Midwife II-4257	STD 0021	E	<b>STD 0022</b>
0353	Nursing Instructor, CI-0353	STD 0022	E	<b>STD 0023</b>
4828	Nursing Instructor, CI-4828	STD 0022	E	<b>STD 0023</b>
4259	Nursing Instructor-4259	STD 0021	E	<b>STD 0022</b>
5565	Nursing Instructor-5565	STD 0021	E	<b>STD 0022</b>
4261	Nursing Prgm Conslt/Admin I-4261	STD 0021	E	<b>STD 0022</b>
4262	Nursing Prgm Conslt/Admin II-4262	STD 0022	E	<b>STD 0023</b>
4263	Nursing Prgm Conslt/Admin III-4263	STD 0023	E	<b>STD 0024</b>
4264	Nursing Prgm Conslt/Admin IV-4264	STD 0024	E	<b>STD 0025</b>
4869	Registered Nurse Charge Med MDH36, CI-4869	STD 0020	E	<b>STD 0021</b>
5517	Registered Nurse Charge Med MDH36-5517	STD 0019	E	<b>STD 0020</b>
4867	Registered Nurse Charge Med, CI-4867	STD 0020	E	<b>STD 0021</b>
4868	Registered Nurse Charge Med, CI-4868	STD 0020	E	<b>STD 0021</b>
4286	Registered Nurse Charge Med-4286	STD 0019	E	<b>STD 0020</b>
5391	Registered Nurse Charge Med-5391	STD 0019	E	<b>STD 0020</b>
5518	Registered Nurse Charge Psych MDH36-5518	STD 0019	E	<b>STD 0020</b>
0349	Registered Nurse Charge Psych, CI-0349	STD 0020	E	<b>STD 0021</b>
4285	Registered Nurse Charge Psych-4285	STD 0019	E	<b>STD 0020</b>
5393	Registered Nurse Charge Psych-5393	STD 0019	E	<b>STD 0020</b>
5524	Registered Nurse Charge, CI MDH36-5524	STD 0020	E	<b>STD 0021</b>
5392	Registered Nurse Charge, CI-5392	STD 0020	E	<b>STD 0021</b>
5516	Registered Nurse MDH36-5516	STD 0018	E	<b>STD 0019</b>
4888	Registered Nurse Quality Imp Med MDH36, CI-4888	STD 0022	E	<b>STD 0023</b>
5521	Registered Nurse Quality Imp Med MDH36-5521	STD 0021	E	<b>STD 0022</b>
4889	Registered Nurse Quality Imp Med, CI-4889	STD 0022	E	<b>STD 0023</b>
4890	Registered Nurse Quality Imp Med, CI-4890	STD 0022	E	<b>STD 0023</b>
4406	Registered Nurse Quality Imp Med-4406	STD 0021	E	<b>STD 0022</b>
5568	Registered Nurse Quality Imp Med-5568	STD 0021	E	<b>STD 0022</b>
4891	Registered Nurse Quality Imp Psych MDH36, CI-4891	STD 0022	E	<b>STD 0023</b>
5522	Registered Nurse Quality Imp Psych MDH36-5522	STD 0021	E	<b>STD 0022</b>
4892	Registered Nurse Quality Imp Psych, CI-4892	STD 0022	E	<b>STD 0023</b>
4893	Registered Nurse Quality Imp Psych, CI-4893	STD 0022	E	<b>STD 0023</b>
4407	Registered Nurse Quality Imp Psych-4407	STD 0021	E	<b>STD 0022</b>
5569	Registered Nurse Quality Imp Psych-5569	STD 0021	E	<b>STD 0022</b>
5523	Registered Nurse, CI MDH36-5523	STD 0019	E	<b>STD 0020</b>
0348	Registered Nurse, CI-0348	STD 0019	E	<b>STD 0020</b>
5394	Registered Nurse, CI-5394	STD 0019	E	<b>STD 0020</b>

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
4284	Registered Nurse-4284	STD 0018	E	<b>STD 0019</b>
5388	Registered Nurse-5388	STD 0018	E	<b>STD 0019</b>
5389	Registered Nurse-5389	STD 0018	E	<b>STD 0019</b>
4300	Respiratory Care Nurse-4300	STD 0019	E	<b>STD 0020</b>
5387	Respiratory Care Nurse-5387	STD 0019	E	<b>STD 0020</b>
4849	Nurse Case Reviewer	STD 0019	E	<b>STD 0020</b>

**The following classifications in Health Policy Analyst series will receive a one-grade increase.**  
**Employees will receive a 6% increase in pay.**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
2417	Hlth Policy Analyst Assoc	STD 0015	E	<b>STD 0016</b>
2418	Hlth Policy Analyst I	STD 0016	E	<b>STD 0017</b>
2419	Hlth Policy Analyst II	STD 0017	E	<b>STD 0018</b>
2420	Hlth Policy Analyst Advanced	STD 0018	E	<b>STD 0019</b>

**The following classifications in Physical Therapist series will receive a two-grade increase.**  
**Employees will receive a 12% increase in pay:**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
4272	Physical Therapist I-4272	STD 0014	E	<b>STD 0016</b>
4841	Physical Therapist I, CI-4841	STD 0015	E	<b>STD 0017</b>
0014	Physical Therapist Institutional-0014	STD 0015	E	<b>STD 0017</b>
4273	Physical Therapist II-4273	STD 0016	E	<b>STD 0018</b>
4842	Physical Therapist Institutional, CI-4842	STD 0016	E	<b>STD 0018</b>
4843	Physical Therapist II, CI-4843	STD 0017	E	<b>STD 0019</b>
4397	Physical Therapist III Adv-4397	STD 0017	E	<b>STD 0019</b>
4274	Physical Therapist III Lead-4274	STD 0017	E	<b>STD 0019</b>
4845	Physical Therapist III Adv, CI-4845	STD 0018	E	<b>STD 0020</b>
4846	Physical Therapist III Lead, CI-4846	STD 0018	E	<b>STD 0020</b>

**The following classifications in Medical Care Program Specialist series will receive a one- grade increase. Employees will receive a 6% increase in pay:**

<b>Code</b>	<b>Title</b>	<b>Current Grade</b>	<b>BU</b>	<b>ASR Grade</b>
0929	Med Care Prgm Spec Trainee	STD 0011	E	<b>STD 0012</b>
0927	Med Care Program Spec I	STD 0012	E	<b>STD 0013</b>
0928	Med Care Prgm Spec II	STD 0015	E	<b>STD 0016</b>

## **Article 6. Wages**

### **Section 5. Pay on Promotion/Reclassification**

#### **A. Promotion**

When an employee is promoted from a classification with a salary grade to a classification which is one or more grades higher, the employee shall be placed in the lowest step which provides at least a six (6) percent increase per grade in annual salary, but in no event shall the new rate exceed the maximum in the new grade.

When an employee is promoted from a classification with a salary grade, slope scale or flat rate to a classification with a slope scale, the employee shall receive a six (6) percent increase in annual salary per grade increase if the slope scale is the equivalent of one grade higher than the salary grade from which the employee is promoted, but in no event shall the new rate exceed the maximum in the new scale.

When an employee is promoted from a classification with a salary grade, slope scale or flat rate to a classification with a flat rate, the employee shall receive the specified flat rate salary.

#### **B. Reclassification**

With the exception of the implementation of a new classification, when an employee is reclassified from a classification with a salary grade to a classification which is higher, the employee shall be placed at the lowest step which provides at least a six (6) percent increase in annual salary per additional grade, but in no event shall the new rate exceed the maximum in the new grade.

When an employee is reclassified from one classification to another for which a flat rate is paid, the employee shall receive that flat rate salary.

When an employee is reclassified from one classification to another with the same salary grade or slope scale, the employee's rate of pay shall not change.

When the Employer determines that a job is classified at a higher rate than appropriate, it may reclassify the job to the appropriate lower grade only upon vacancy.

**Note:** This section does not apply to a reclassification to a lower grade or scale, or demotion.

#### **C. Reclassification Into a New Classification Series**

When an employee is reclassified as the result of the implementation of a new classification with a higher grade, the employee's step or rate of pay shall be determined by a six (6) percent upward adjustment per grade increase not to exceed the maximum of the pay grade. In the event that the new classification is the same grade level as the prior classification, the employee's step or rate of pay shall remain the same.

When an MDOT employee is reclassified as a result of the implementation of a new classification with a higher grade that is unique to MDOT only, the employee's step or rate of pay shall be determined by a minimum six (6) percent upward adjustment per grade increase, not to exceed the maximum of the pay grade.

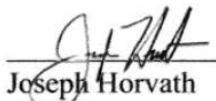
## Article 5. Workweek, Work Time, Schedules, Overtime, and Compensatory Time

### Section 17. Bilingual Pay

Where the Employer currently pays bilingual pay or bonuses, it shall continue to do so. The Employer retains discretion to initiate bilingual pay or bonuses. The minimum bilingual bonus or hourly equivalent is \$50 per pay period. The Employer may not require an employee to use bilingual skills without paying the appropriate bonus or pay. This does not apply to employees where such skills are in the classification specification.

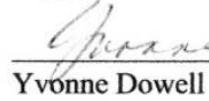
IN WITNESS WHEREOF, the parties hereto intending to be legally bound, have executed this amendment as of December 28, 2022.

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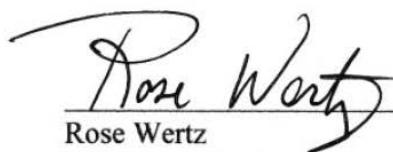
Joseph Horvath  
Chief Negotiator

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Yvonne Dowell  
President

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Rose Wertz  
Lead Negotiator