



OFFICE OF LABOR RELATIONS INTRODUCTION

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montgomerycountymd.gov/olr



Jennifer Harling, Esq.
Chief Labor Relations Officer





Office of Labor Relations Enactment

In May 2020, the County Council established Montgomery County's Office of Labor Relations (OLR, Bill Number 19-20E). OLR's role as set forth in Bill 19-20 is to foster a productive labor-management partnership through the use of collaborative and interest-based methods.

OLR's Key Functions

- 1. FORMULATE** and implement the County's labor and employee relations policies.
- 2. ADVISE** employees, managers, and supervisors on labor and employee relations matters.
- 3. ADMINISTER** grievances that arise under the County's collective bargaining agreements and/or the personnel regulations.
- 4. SERVE** as the employer's representative in collective bargaining, impasse and interest arbitration.
- 5. LEAD** and negotiate the County's collective bargaining agreement.

[Sec. 2-25D. Office of Labor Relations](#)



OLR's Purpose, Vision and Values

The Office of Labor Relations is committed to fostering integrity in the bargaining process to improve relationships and outcomes for the County and its Union partners. OLR guides the County through complex labor and employment matters in accordance with our core values; be credible, put people first/forward, take ownership, and earn trust.



OLR's Chief Labor Officer

Jennifer Harling, OLR's Chief Labor Officer, has more than ten years of labor relations experience. Jennifer leads OLR's work with county labor partners to both improve labor relations and build a model program that incorporates interest-based bargaining principles. As CLRO, Jennifer provides guidance to County leadership with respect to the administration of the County's collective bargaining agreements and serves as the County's Chief Negotiator in collective bargaining.



OLR's Staff

Name	Position
Jennifer Harling, Esq	Director
Deputy Director	Vacant position
George Lacy	Manager III
Melissa Boone-Miller	Labor Relations Specialist
Daniel DiJames	Labor Relations Specialist
Jackie LaRocca	Labor Relations Specialist
Ryan Mariategue	Labor Relations Specialist
Joselyn Sanders	Labor Relations Specialist
Kristy Tsai	Administrative Assistant





OLR's Labor Partners

The Office of Labor Relations fosters collaborative relationships between Montgomery County's management and our three labor partners, Municipal and County Government Employees Organization (MCGEO), Fraternal Order of Police (FOP) Inc. and Fire Fighters Association, International Association of Fire Fighters (IAFF), which collectively represent approximately 10,000 County employees.

- **Municipal & County Government Employees Organization/United Food and Commercial Workers Local 1994, AFL-CIO** is the union representative for all eligible employees associated with office, professional, paraprofessional, and technical functions. [MCGEO | A voice for working America](#)
- **Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters, Local #1664, AFL-CIO** is the union representative for all eligible employees associated with Fire Fighter/Rescuer I, Fire Fighter/Rescuer II, Fire Fighter/Rescuer III, Master Fire Fighter/Rescuer, Fire/Rescue Lieutenant, Fire/Rescue Captain and who are associated with fire suppression, fire protection, fire communications, fire service training, rescue and emergency medical services, fire investigation, fire code enforcement. [IAFF Local 1664](#)
- **Montgomery County Fraternal Order of Police, Lodge No. 35, Inc.** is the union representative for all eligible employees associated with Montgomery County's police department. [Montgomery County FOP Lodge 35](#)
- **Montgomery County Volunteer Fire Rescue Association (MCVFRA)** is recognized by Montgomery County Government as the duly authorized representative of the Local Fire and Rescue Departments (LFRD) in the direct negotiation process set forth in Chapter 21-6 of the Montgomery County Code. [Montgomery County Fire & Rescue Service \(montgomerycountymd.gov\)](#)



Administrative Procedure 1-17

- The vision of the County Executive and this administration is to build a labor relations program with our union partners that is based on trust, collaboration, and mutual respect. The Office of Labor Relations (OLR) was created and given the full authority to achieve this vision. The ultimate goal is for Montgomery County Government to replace the traditional adversarial approach in day-to-day dealings with a good-faith, interest-based approach.
- The goal of AP 1-17 is to build a labor and employee relations program that is based on trust and mutual respect through communication and collaboration with all stakeholders.
- ***Please take OLR's Managing in a Union Environment Training!***



Building Strong Labor Relations

OLR uses several labor relations tools to improve the County's relationships with its union partners as well as strengthening internal relationships between departments and employees.

- **Labor Management Relations Committees**: A committee comprised of union and management members that meets periodically to surface and resolve issues in a collaborative and transparent way. These committees are established at the County, Department and Office levels, and all members have received training in decorum and best practices. Topics for discussion may include health, safety, training opportunities, facilities, County processes and procedures, etc.
- **Alternative Dispute Resolution and Mediation**: Forums for resolving grievances, disputes and conflicts at the lowest level possible with assistance from a neutral third party.
- **Conflict Facilitation Program**: A voluntary program that allows for the resolution of internal conflict in a neutral, peer-lead environment.



Resources

OLR's Homepage:

<https://montgomerycountymd.gov/olr/>

Phone:

240-773-7990

Email Address:

labor.team@montgomerycountymd.gov

Montgomery County's Labor Agreements:

[MCGEO](#)

[IAFF](#)

[FOP](#)