

Memorandum of Understanding between

UFCW Local 1994 MCGEO

and

Montgomery County Government

Montgomery County Maryland

This Memorandum of Understanding (MOU) between the Montgomery County Government (hereinafter, the "County") and UFCW Local 1994 MCGEO (hereinafter "MCGEO") hereby memorializes the agreements between the parties, arising out of collective bargaining negotiations that occurred during November 2019 through February 2020.

1. The parties acknowledge that providing training, outreach, and education to County employees on safety policies and procedures is critical to changing the culture around physical safety.
2. The parties recognize that the existing Collective Bargaining Agreement (CBA) contains several provisions dealing with the subject of safety, and the follow-through on implementation of the provisions may be incomplete or employees may not be aware of the results.
3. Specifically, article 34.10 (c) reads:

"Each department shall develop an employee and worksite safety policy, to include following the County's established guidelines in general emergency preparedness training (which includes active shooter training) and the subject of public access in the workplace. Each worksite specific policy should identify processes to restrict access to employee work areas where operationally appropriate, without impacting customer service. Department employees can provide their areas of focus to the worksite safety coordinators by June 30th each year. All updates to policies shall be submitted to the LMRC Steering Committee for review as they are revised."
4. The parties agree that the Director of Human Resources or the Chief Labor Relations Officer shall follow up with each department to determine where it stands with regards to implementing the above article by January 1, 2021.
5. The parties refer to the County-wide LMRC the task of creating a template for a training policy for employee and worksite safety training, outreach, and education, to be shared with County departments. The subject of creating the template must be on the County-wide LMRC agenda by January 1, 2021. All agreed upon training shall be mandatory.
6. The parties agree that the Director of Human Resources and the Chief Labor Relations Officer are also responsible for the following:
 - a. Working with departments to:
 - i. Ensure they receive deadlines to create and/or update their training policy
 - ii. Provide or arrange training as requested for use or application of the training policy template

- iii. Create a training policy review and update schedule, to include requirement of an update to the training policy within 3 months of any security assessment performed on their facilities
- b. Developing and following through with departments on a schedule for training and retraining on the training policy
- c. Working with relevant partners to determine outreach and education options for the policy to ensure awareness of the policy and its contents
- d. Upon request of the County-wide LMRC, providing an update on progress at an LMRC meeting

7. This MOU is effective July 1, 2020.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed hereto by their duly authorized officer and representatives, this 24th day of January 2020.

UFCW Local 1994, MCGEO:

Montgomery County, Maryland:

By: Gino Renne 1/24/20
Gino Renne Date
President

By: Steven Sluchansky 1/24/20
Steven Sluchansky Date
Chief Labor Relations Officer

By: Berke Attila 1/24/2020
Berke Attila Date
Director, Office of Human Resources

For Form and Legality

By: Edward E. Haenftling, Jr. 1/24/2020
Edward E. Haenftling, Jr. Date
Associate County Attorney