

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.

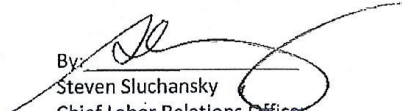
1. The County and MCGEO jointly recognize the importance of fostering and promoting a culture of collaboration, empowering employees, and maintaining open and ongoing feedback. These parties believe that the steps described in this MOU will support personal and professional growth, increase motivation and engagement, improve communication and reduce conflict.
2. By July 1, 2020, the parties agree to initiate the discussion over the development of an employee feedback process.
3. By January 1, 2021, the County Office of Human Resources (OHR) and MCGEO shall:
 - a. Initiate a collaborative process to develop a protocol for ongoing and/or immediate employee feedback to managers and supervisors with clear questions, options for meeting and discussions, timelines, and multiple methods of submission for employee feedback by a date to be determined by the designated OHR and MCGEO representatives.
 - b. Jointly develop and implement training regarding giving and receiving feedback, guidance, and expectations regarding employee engagement and team building. The training shall be guided by best practices for this type of employee feedback process.
4. By July 1, 2021, OHR and MCGEO shall work collaboratively to select and implement an employee feedback process for County managers and supervisors, assuring represented employees are active participants in the process.
5. OHR and MCGEO will jointly develop a decision memo addressed to the Chief Administrative Officer recommending additional mandatory performance competency training to include interpersonal awareness training for MLS/PLS and interpersonal skills training for GSS/MCGEO employees to be implemented at the first feasible performance cycle.
6. In the event of extenuating circumstances, the parties may mutually agree to extend the deadlines set in this MOU.
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 3rd day of February 2020.

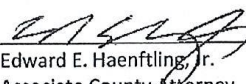
UFCW Local 1994, MCGEO:

Montgomery County, Maryland:

By: 
Gino Renne
President
Date 2/3/20

By: 
Steven Sluchansky
Chief Labor Relations Officer
Date 2/3/2020

For Form and Legality


Edward E. Haenftling, Jr.
Associate County Attorney
Date 2/3/2020