

Negotiations Update – March 23, 2107

The update contains information on the following subjects:

- Prescription Drug Co-Pays
- Four Day Work Week
- Additional Info on Check Stubs
- Vacation
- Increase Payroll Technicians (only) to 7.5 hours per day
- Annapolis High MOU (Extended work year)
- FY2018 Health Care (Plan Design and Premium Splits)
- SAAAAC Salary Proposal

Prescription Drug Co-Pays

Regarding prescription drugs, there is a Tentative Agreement with modest increases to Tier 2 (preferred brand name drugs) and Tier 3 (non-preferred brand name drugs) and the creation of a fourth tier of “specialty drugs”. [Click the link to obtain a copy of the list.](#)

[Click this link to obtain a draft copy of the changes that will be presented to the SAAAAC membership in the form of a Memorandum of Understanding \(MOU\) at a later date.](#) This was a leftover item from the impasse proceedings held in December 2016.

Four Day Work Week

SAAAAC made a counter proposal relative to the Four Day Work Week. That proposal includes the ability to “tele-work/telecommute”. It also includes language relative to employees having the ability to use “liberal leave” on Fridays outside of the Four Day Work Week during the “summer months”. We define “liberal leave” as allowing eligible Unit IV employees (with Annual Leave) to be free to use Annual Leave on Fridays without securing prior approval from their supervisors. The BOE did not respond to our counter proposal; we anticipate they will respond at the next bargaining session.

Additional Info on Check Stubs

SAAAAC made a proposal to include each employee’s hourly rate of pay and Grade/Step on pay stubs. This proposal was made on February 16. The BOE was not prepared to respond to our proposal on March 23.

Vacation

SAAAAC made a proposal to clarify the scheduling of vacations when two employees are attempting to take off on the same date(s). We are hoping that this will bring clarity to work-sites where disagreements are taking place relative to seniority within a work-site versus seniority within AACPS. The BOE did not respond to our proposal; we anticipate they will respond at the bargaining next session.

Increase Payroll Technicians (only) to 7.5 hours per day

In December 2016 at the Impasse Proceedings, SAAAAC brought up that we had knowledge that Payroll Technicians hours had been unilaterally changed from 7 hours per day to 7.5 hours per day in violation of the Negotiated Agreement. In response, we were told by the BOE that the move to 7.5 hours per day was “temporary”.

On Feb 27, 2017, in a meeting with Jessica Cuches (Executive Director of Human Resources) and Melisa Rawles (Director of Employee Relations) the violation was acknowledged by AACPS Management. In the wake of the impasse proceedings and the need to have Unit IV retro pay deadlines met, we (SAAAAC & AACPS) agreed to schedule another meeting in 30 days to resume the discussion. On March 22, 2017, I sent an email to Cuches and Rawles relative to scheduling the follow up meeting; as of today, I have not received a response from either of them.

On March 23, 2017, Rawles (who is also the Chief Negotiator for the BOE) put forth a proposal that would permanently move the hours to 7.5 per day. **SAAAAC's initial response was that we believe all job classifications need to be examined for appropriateness of hours.** We will be making a counter proposal on April 6.

Annapolis High School

AACPS BOE has expressed that it has no interest in extending the current MOU (set to expire on June 30, 2017) or entering into a new MOU. This is a MOU which required AHS Unit IV employees to work an extended work year. Unless something changes, when the MOU expires, AHS Unit IV employees will return to the contractual hours and contractual work year effective July 1, 2017.

Health Care (Plan Design and Premium Splits)

The BOE made an initial proposal that would drastically change the current Health Care plans offered to AACPS employees. The BOE proposal included increases to co-pays and increases in employee premium shares. I will address the details in a follow-up email after our April 6 bargaining session.

SAAAAC Salary Proposal

SAAAAC will be making a salary proposal at the April 6 bargaining session. Details will be provided in the next update.

The next negotiation session is scheduled for April 6, 2017.

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