

TENTATIVE AGREEMENT

THE MARYLAND-NATIONAL CAPITAL
PARK AND PLANNING COMMISSION'S

AND

MUNICIPAL AND COUNTY GOVERNMENT
EMPLOYEES ORGANIZATION

UFCW, LOCAL 1994

August 17, 2022

MANAGEMENT RESPONSE TO MCGEO'S COUNTERPROPOSAL
ON FY 2023 WAGE ADJUSTMENTS

1. Merit Increases (5.1)

The Commission proposes that bargaining unit members receive a service increase (Anniversary increase) of 3.5% in Fiscal Year 2023, provided they are not at top of grade and otherwise satisfy the conditions set forth in Article 6. All other terms of Section 5.1 remain unchanged.

2. Cost of Living Adjustment (5.2.1)

The Commission proposes that bargaining unit members receive a Cost of Living Adjustment of three and one-half (3.5%) effective the last full pay period of June 2023.

3. Tiered Lump Sum

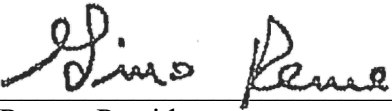
- A. For all bargaining unit members hired on or before February 1, 2022: members making \$33,838 – \$41,999 shall receive a \$2,800 inflationary relief bonus. This will be a one-time payment.
- B. For all bargaining unit members hired on or before February 1, 2022: members making \$42,000 – \$49,999 shall receive a \$2,500 inflationary relief bonus. This will be a one-time payment.
- C. For all bargaining unit members hired on or before February 1, 2022: members making \$50,000 – \$54,999 shall receive a \$2,250 inflationary relief bonus. This will be a one-time payment.
- D. For all bargaining unit members hired on or before February 1, 2022: members making \$55,000 and above shall receive a \$2,000 inflationary relief bonus. This will be a one-time payment.

The bonus shall be paid effective the first full pay period after October 1, 2022. The lump sum payment is considered regular earnings for income, withholding, and employment tax purposes. The payment will not be added to the employee's base salary. These payments are not considered "regular earnings" for retirement/life insurance purposes and employees will not receive any retirement/life insurance benefits based on these payments. Employees hired after February 1, 2022 shall not be entitled to a lump sum bonus.

4. Longevity Increase (5.2.4)

The Commission proposes that the longevity increase in Fiscal Year 2023 remain the three and one-quarter percent (3.25%) and that the eligibility terms for the longevity, including the completion of seventeen (17) years of service, remain as set forth in the Collective Bargaining Agreement.

By: 
for Asuntha Chiang-Smith,
Executive Director

By: 
Gino Renne, President