



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

MCGEO, UFCW Local 1994
600 South Frederick Drive, Suite 200
Gaithersburg, Maryland 20877

November 24, 2021

Dear Mr. Renne,

As you know, after several weeks of bargaining and two (2) mediation sessions about how to implement the vaccination requirements for MCGEO-represented employees of the Maryland-National Capital Park and Planning Commission (“Commission”), the United Food and Commercial Workers Local 1994 (“MCGEO”) has rejected the need for a vaccinated workforce and declared an impasse.

At this point, the vast majority of the 536 Commission employees represented by MCGEO are vaccinated or are seeking an exemption. The Commission’s leadership is not willing to put the public and other employees at risk – including the majority of MCGEO’s members at the Commission who already are vaccinated – by exposing them to unvaccinated coworkers unnecessarily. This approach is consistent with the Commission’s Notice 21-07 (September 15, 2021) which requires vaccination for non-represented and FOP-represented employees, unless the agency can reasonably accommodate a qualifying disability or religious basis for exemption.

Accordingly, please be advised that the Commission intends to move forward and implement its last final offer presented in the negotiations. Further, although you have attempted to invoke statutory interest arbitration, the relevant arbitration provisions do not apply in this matter.

Next week, Commission managers will begin contacting employees who are not fully vaccinated to provide instructions regarding implementation of the Commission’s last final offer. If you have any questions or concerns about this approach, we remain very willing to listen and believe communicating through counsel would be best for now.

Sincerely,

Asuntha Chiang-Smith
Executive Director,
M-NCPPC