

MEMORANDUM OF UNDERSTANDING  
REGARDING STEPS TO ADDRESS THE COVID-19 VIRUS

This Agreement is made and entered into this 15th day of March, 2020 between The Maryland-National Capital Park and Planning Commission (hereinafter referred to as “M-NCPPC” or “Commission”) and the United Food and Commercial Workers/ Municipal and County Government Employees Organization, Local 1994 (hereinafter referred to as “MCGEO” or “Union”).

WHEREAS, the M-NCPPC and MCGEO are parties to a Collective Bargaining Agreement covering the Service/Labor, Trades, and Office Bargaining Units;

WHEREAS, the Coronavirus (“Covid-19”) has presented an unforeseen set of events without any precedent in Commission history;

WHEREAS, the priorities of the M-NCPPC include employee health and the health of our visitors, maintaining necessary Commission operations/activities, and receiving input from Montgomery County and Prince George’s County Governments, as well as from federal, state, and local public health officials;

WHEREAS, like the Commission, government offices in Prince George’s County and Montgomery County are currently remaining open and government operations are continuing, however public access is being restricted, to emphasize the importance of social distancing;

WHEREAS, the Commission is not declaring an emergency closing or issuing associated administrative leave;

WHEREAS, the Commission recognizes that employee activities outside of work are being complicated by the impact of Covid-19 and more time is needed to complete regular tasks;

WHEREAS, the M-NCPPC and MCGEO recognize the need for all partners—the Commission, MCGEO, the workforce, and the public—to work together to implement the recommended steps to mitigate the chances of Covid-19 exposure.

NOW, THEREFORE, the parties agree as follows:

1. The Commission will create a temporary new form of leave which will be referred to as “Social Distancing Leave.” Represented full time employees will be provided with up to forty (40) hours of Social Distancing Leave to be used in the balance of calendar year 2020. The available amount for represented part time employees will be prorated. Employees will be permitted to use the Social Distancing Leave to remain in paid status while taking leave from work, including to address personal or family concerns related to COVID-19. Any remaining balance of Social Distancing Leave shall not be paid if an employee leaves the Commission;
2. The Parties will present these changes to the workforce as a joint effort;
3. The Parties agree to refrain from any negative communications, oral or written, as they implement this Agreement and continue to address any other changes required as a result of Covid-19;
4. The M-NCPPC will continue to assess the COVID-19 situation, taking into account decisions of both County government, state/federal mandates that affect the agency, and the direction of public health officials.

THE MARYLAND-NATIONAL CAPITAL  
PARK & PLANNING COMMISSION

MUNICIPAL & COUNTY  
GOVERNMENT EMPLOYEES  
ORGANIZATION/UNITED FOOD  
AND COMMERCIAL WORKERS  
UNION, LOCAL 1994, AFL/CIO

By:   
Asuntha Chiang-Smith  
Executive Director

By: \_\_\_\_\_  
Gino Renne, President

Date: 15 MARCH 2020

Date: \_\_\_\_\_