MEMORANDUM OF AGREEMENT
BETWEEN
MONTGOMERY COUNTY GOVERNMENT
AND
FRATERNAL ORDER OF POLICE
MONTGOMERY COUNTY LODGE 35, INC.
AND
UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1994, MUNICIPAL AND COUNTY
GOVERNMENT EMPLOYEES ORGANIZATION
AND
THE MONTGOMERY COUNTY CAREER FIRE FIGHTERS ASSOCIATION,
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1664, AFL-CIO

The following agreement is entered into between Montgomery County Government (the
"County") and the Fraternal Order of Police, Montgomery County Lodge #35, Inc., United Food
and Commercial workers, Local 1994, Municipal and County Government Employees
Organization, and Montgomery County Career Fire Fighters Association, International
Association of Fire Fighters, AFL-CIO, Local 1664, (the "Unions"), (hereinafter referred to
collectively as the "Parties"), concerning COVID-19 testing for an extended duration.

AGREEMENT

As a result of the spread of the delta COVID-19 variant and lack of COVID-19 vaccinations for
children under 12 years of age, the Parties agree to the following:

Bargaining Unit Member Proof of COVID-19 Vaccination

Bargaining unit members will provide their COVID-19 vaccination card or other proof of
vaccination that is issued from a local, state, or federal health authority to OMS by
September 18, 2021. Bargaining unit members who do not submit their vaccine card or
proof of vaccination to OMS will be considered unvaccinated.

Member vaccination information will be confidential and stored with the members
medical record, pursuant to CBA, HIPAA, and all other applicable laws.

The Employer will provide a process for electronic and in-person delivery of bargaining
member vaccination cards.

COVID-19 Member Testing:

The parties will meet prior to September 18, 2021 to review and discuss testing options in
advance of bargaining the testing program. Once the aggregate results of member
vaccination status are obtained and provided to the Union, within 72 hours the parties
agree to meet and bargain the testing procedure and process for all bargaining unit members.

IN WITNESS, WHEREOF, the Parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 23 day of August 2021.

Fraternal Order of Police, Lodge 35

Lee Holland date
President

Montgomery County Government

Marc Elrich date
County Executive

United Food and Commercial Workers, Local 1994, Municipal and County Government Employees Organization

Gino Renne date
President

Richard Madaleno date
Chief Administrative Officer

Montgomery County Career Fire Fighters Association, International Association of Fire Fighters, Local 1664, AFL-CIO

Jeffrey Buddle date
President

Jennifer Haring date
Chief Labor Relations Officer

Approved for form and legality by:

Sylvia C. Kinch, Chief
Division of Labor Relations and Public Safety

8/23/2021