

# Baltimore County Public Library Employees

## Contract Highlights

Your negotiating committee has worked diligently and tirelessly to negotiate a contract to improve working conditions with your priorities at the forefront. We are pleased to present this tentative agreement with the recommendation of ratification.

Improvements include:

- General Wage increase of 3.83% effective pay period beginning June 19, 2022.
- COLA increase of 3% effective pay period beginning January 1, 2023.
- Addition of Veteran's Day to the system closure holiday list.
- Leave improvements for part-time staff to include:
  - Holiday Pay -- 16 hours "floating holiday" per fiscal year for part-time staff to apply to holidays of their choosing. (increased from 4 hours applied to Independence Day and Christmas only).
  - Diversity and Inclusion Holiday Leave -- 16 hours per fiscal year for part-time staff to participate in cultural or holiday activities (increased from 8 hours).
  - Personal Leave -- 16 hours per fiscal year (increased from 0 hours).
  - Sick and Safe Leave -- Calculation rate changed to .049 per hour worked, up to 60 hours can accrue (increased from .0333 per hour worked up to 40 hrs).
  - Bereavement Leave -- Up to 16 hours for death of immediate family member and 8 hours for non-immediate family member (increased from 0 hours for regular part-time Increased from 2 days & 1 day for salaried part-time).
    - Above leave improvements represent approximately \$1,400 in leave per part-time employee.
- Recognition of Weingarten Rights.
- Representation of 21 stewards to allow for one steward at each branch, one at AO and one Chief Steward (\*note: BCPL employees are trained to serve as stewards, volunteers will be needed).
- No attendance penalty for use of liberal leave in inclement weather situations.
- Grievance procedure to resolve contract and policy issues in a timely manner.
- Creation of Labor-Management committee to discuss and resolve issues arising between re-negotiation sessions.

The above is a snapshot of the items we are most proud to have secured. It does not include everything guaranteed in the contract. Please take some time to review, ask questions, then vote to accept.

**Membership Matters. Please Join Today!**

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