



COLLECTIVE BARGAINING

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I Purpose

The purpose of this Written Directive is to recognize the role of the University of Maryland Baltimore Police Force (UMBPF) in the collective bargaining process.

II. Policy

It shall be the policy of the UMBPF to clearly define the relationship between personnel affected by the agreement, the collective bargaining process and the guidelines established within this Written Directive.

III. Collective Bargaining

A. Included Employees

The MOUs referred to here include sworn personnel in the rank of corporal and below. The MOUs also includes non-exempt civilian personnel who are not supervisors or managers.

B. Collective Bargaining Unit

The collective bargaining unit for non-sworn UMBPF personnel is the American Federation of State, County and Municipal Employees. The collective bargaining unit for sworn UMBPF personnel is the Fraternal Order of Police.

C. Governing Laws

The UMBPF shall abide by applicable laws and rules governing the collective bargaining process as set forth in the Memorandum of Understanding between the University of Maryland, Baltimore (UMB) and the American Federation of State, County and Municipal Employees and the Memorandum of Understanding between UMB and the Fraternal Order of Police.

D. Negotiations

The UMBPF will negotiate in good faith with the representatives of sworn and non-sworn employee bargaining units and abide by the ground rules for collective bargaining that arise out of the collective bargaining process or labor arbitration.

E. Commitments

The UMBPF commits to abide, in both letter and spirit, by the negotiated labor agreement that has been signed by the authorized representatives of the University of Maryland Baltimore and the bargaining units.

IV. Contract Management

A. Ratified Agreements

1. When a negotiated labor agreement is ratified by all parties, the Associate Vice President for Public Safety or designee will:
 - a. Obtain a written, signed copy of the labor agreement;
 - b. Review and amend, if necessary, all written directives and procedures to coincide with the terms of the labor agreement; and
 - c. Disseminate information to supervisors and managers relative to the new labor agreement, including modifications to the existing agreement.
2. The Associate Vice President for Public Safety or designee may also arrange for training of all supervisory and management personnel as to the terms of the new agreement affecting personnel under their supervision.

B. Principal Negotiator

The Executive Director of Human Resource Services for the University of Maryland, Baltimore shall be the primary collective bargaining negotiator. The Associate Vice President for Public Safety or designee will be part of the negotiating team assisting the chief negotiator in representing the UMBPF in any collective bargaining negotiation.

Antonio Williams, MS
Chief of Police /
Associate Vice President for Public Safety