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Fraternal Order of Police

BALTIMORE CITY LODGE No. 3

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Sheri McMillion
Secretary

BULLETIN

Your Labor Teams have concluded their negotiations with the City and the Department. It was the resolve of the Labor Teams to preserve all of the working conditions, benefits and other contractual items that this Lodge has worked and fought for since the first negotiated contract in 1984. Your Labor Teams have negotiated needed improvements in some areas and retained others with this contract.

The City/Department wanted a multitude of take backs. The Labor Teams refused to give-in. The negotiated contract retains all previous contract provisions as well as the following major items of concern to the membership:

We KEEP our Pay Steps
We KEEP the Involuntary Transfer Appeal Process
We KEEP P, PL, Vacation and Medical Incentive Days
NO INCREASE IN HEALTHCARE CONTRIBUTION FOR 2008 - REMAINS AT 20%/COST OF PLAN

The proposed ONE YEAR contract includes the following:

1. 5% across-the-board Pay Increase – Retroactive back to July 5, 2007. Overtime earned shall also be adjusted back to July 5, 2007.
2. Shift Differential shall be increased \$0.10/hour (\$0.40/hour for 4x12) (\$0.45/hour for 12x8)
3. O.I.C. and S.I.C. shall be paid \$2.00 additional per shift (\$14.00/shift)
4. Unit II members who have obtained a 4 year degree shall receive a \$1000 Educational Incentive.
5. Members who are scheduled and report ready for work at City Secondary Employment, but are released on location, shall be paid 2 hours at the member's overtime rate of pay.
6. One day of paid Bereavement Leave in the event of the death of a Great-Grandparent.
7. A NEW WORK SCHEDULE for PATROL. 10 hour work day - 4 on 3 off, 4 on 3 off, 4 on 2 off.

The Labor Teams presented the tentative agreement to the Board of Directors on 9/10/07. The Board voted to accept the contract and recommended a favorable vote by the membership.

**The Contract Ratification Vote will be held at the Lodge - 3920 Buena Vista Ave.
 September 25, 2007 0600 hrs to 1800 hrs
 Informational sessions will be held at 0900 hrs, 1400 hrs and 1700 hrs.**

**DO NOT LET OTHERS DECIDE YOUR CONTRACT
 COME OUT AND VOTE**