

MEMORANDUM OF UNDERSTANDING

between

The Board of Education of Baltimore County

and

The American Federation of State, County, and Municipal Employees (AFSCME)

Cash In of Five (5) Earned Excess Vacation Days

Whereas the Board of Education of Baltimore County (Board) and Council 671/Local 434 of the American Federation of State, County, and Municipal Employees (AFSCME) (hereinafter jointly referred to as the “Parties”) seek to recognize the work being done by AFSCME represented employees and offer incentives to foster the continued execution of their critical duties in support of BCPS, and

Whereas the Parties, in accordance with the Memorandum of June 22, 2021, on the *Accumulation of Vacation Time and Use of Compensatory Time* agreed to suspend Article XII, Section 8 of the Master Agreement between the Parties establishing the annual maximum accumulation of vacation days at forty (40) days for FY21, and FY22, and then extended through FY23, and

Whereas many AFSCME represented employees have accumulated vacation days beyond the established cap of forty (40) days and the Master Agreement (MA) only allows for the payment for accumulated vacation at the time of separation,

The Parties agree to a one-time exception to the Agreement to allow AFSCME represented employees with earned vacation days more than the established cap of forty (40) days to cash in up to five (5) vacation days starting March 20 through May 31, 2023. Those employees interested in cashing in vacation days shall complete the **AFSCME One-Time Vacation Payout Form**, located on the Office of Payroll’s internet page, and submit the form to their immediate supervisor for authorization on or before May 31, 2023. Immediate supervisors shall review, approve, and submit completed forms to the Office of Payroll for processing. The Payroll Office shall process the hours for the next regular payroll following the receipt of the completed **AFSCME One-Time Vacation Payout Form**.

This MOU expires May 31, 2023.

AFSCME:

Bryan Epps

Printed Name

Bryan Epps

Mar 27, 2023

Signature

Date

BOE:

Joelle Bielski

Printed Name

Joelle Bielski

Mar 27, 2023

[Joelle Bielski \(Mar 27, 2023 15:25 EDT\)](#)

Signature

Date









MOU AFSCME Vacation Cash In (2023)

Final Audit Report

2023-03-27

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