

Harford County Bargaining Unit Employees

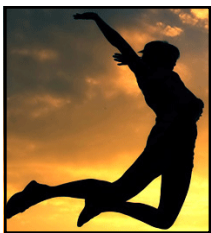
On April 18, 2011, Chapter #610 (Harford County General Workforce) held its quarterly meeting. The meeting was well attended, and many topics of interest were discussed.

One major concern regarded an Overtime/Compensatory Leave policy change that was made by the County that MCEA was unaware of until questions of the policy arose at the meeting. The policy dated back to September of 2009 and stated that certain classifications would no longer be eligible to receive overtime or compensatory time at the rate of time and one-half. The reason given was because of significant changes made to the regulations of the Fair Labor Standards Act (FLSA) during the Bush Administration.

An audit was conducted by the County through SMART Business Advisory and Consulting to assure that the County was in compliance with these new changes in the Federal Law. As a result of the audit, certain classifications were changed from non-exempt to exempt status. MCEA Labor Relations Specialist Michael Keeney investigated the matter and determined that the County had erred in their judgment of the proper compensation for these bargaining unit employees.

To summarize, there were 19 classifications within the bargaining unit that were affected. Mr. Keeney sent a letter to the Human Resources Director, Scott Gibson, to address the issue. Explaining that the FLSA is the floor and not the ceiling as it pertains to employee benefits, Mr. Keeney argued that since these 19 classifications are included within the four corners of the Memorandum of Agreement (MOU) between MCEA and Harford County, and since the MOU entitles our bargaining unit members that overtime is to be compensated at the rate of time and one half, in either cash or earned compensatory time, these employees should be compensated at the greater benefit.

Mr. Gibson agreed and noted that he would send out a communiqué to the management of the affected agencies to make the correction and to ensure that employees within those classifications will be paid at time and one half, in either cash or compensatory time, instead of straight time as provided by the policy. The following is a list of the classifications that have been receiving improper compensation of overtime:



Accounting Technician II
Administrative Budget Technician I
Administrative Budget Technician II
Assistant Manager Harford Transit
Community Resources Coordinator
Cultural Arts Board Coordinator
Data Base Administrator
Economic Development Associate
Human Resources Analyst
Human Resources Specialist
Long Term Care Coordinator
Medical Specialist
Programmer
Programmer Analyst I
Recycling Program Coordinator
Senior Economic Development Associate
Senior Laboratory Technician
Systems Programmer
Web Designer



If your classification is among those listed, and you believe that you have not been compensated properly, please contact Michael Keeney, MCEA Labor Relations Specialist at 410-298-8800, Ext. 225. This is an excellent example of why it is important for everyone to join MCEA, attend the chapter meetings, and maintain a good relationship with your MCEA staff.

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