

# Collective Bargaining

## 1104.1 PURPOSE AND SCOPE

The purpose of this policy is to recognize the role of the University of Maryland, Baltimore Police Department (UMBPD) in the collective bargaining process.

## 1104.2 POLICY

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

## 1104.3 COLLECTIVE BARGAINING

- (a) Included Employees
  - 1. The MOUs referred within this directive 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
  - 1. The collective bargaining unit for non-sworn UMBPD personnel is the American Federation of State, County and Municipal Employees. The collective bargaining unit for sworn UMBPD personnel is the Fraternal Order of Police.
- (c) Governing Laws
  - 1. The UMBPD 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
  - 1. The UMBPD 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
  - 1. The UMBPD 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.

## 1104.4 CONTRACT MANAGEMENT

- (a) Ratified Agreements

*Collective Bargaining*

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1. When a negotiated labor agreement is ratified by all parties, the Chief of Police or authorized 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 Chief of Police or authorized 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

1. The Executive Director of Human Resource Services for the University of Maryland, Baltimore shall be the primary collective bargaining negotiator. The Chief of Police for Public Safety or authorized designee will be part of the negotiating team assisting the chief negotiator in representing the UMBPD in any collective bargaining negotiation.