Local 4658, International Association of Fire Fighters, AFL-CIO
And
Charles County, Maryland

Side Letter Agreement

Local 4658, International Association of Fire Fighters, AFL-CIO (hereinafter referred to as "Union") and Charles County, Maryland (hereinafter referred to as "Employer") have agreed to modify the Agreement scheduled to expire on June 30, 2025. The current terms and conditions in effect will continue except as provided below.

Paid Parental Leave

Pursuant to Article 15 of the 2021-2025 Collective Bargaining Agreement ("Agreement") between Charles County ("County") and IAFF Local 4658 ("Union"), the County and the Union hereby enter into the following Side Letter Agreement modifying and clarifying the terms of the Agreement.
The County and the Union agree that Section 8.1.A of the Agreement provides that "Annual, Sick, Compensatory, Bereavement, Jury, Military and Leave without pay shall be handled in accordance with the Charles County Government Personnel Policy and Procedures Manual, Chapter 17, as amended."
The County and the Union further agree that this section of the Agreement makes no reference to Paid Parental Leave or any other Parental Leave.

The County has informed the Union that, effective July 1, 2022, it will put into effect Standard Operating Procedure ("SOP") No. CP.HR.02.001 entitled "Paid Parental Leave." The County had further informed the Union that it intends to amend the Charles County Government Personnel Policy and Procedures Manual, Chapter 17 to include a Paid Parental Leave Policy. A copy of SOP No. CP.HR.02.001 is attached to this letter.

In light of the foregoing, the County and the Union have agreed to amend Section 8.1.A of the Agreement to include the terms of the Paid Parental Leave Policy that will be included in Chapter 17 of the Personnel Policy and Procedures Manual, effective July 1, 2022. The terms of the Paid Parental Leave Policy incorporated into the Agreement will be amended in accordance with any changes made to the Personnel Policy and Procedures Manual.

The conditions contained in this Side Letter Agreement shall become effective upon ratification by the members of the exclusive representative and the County Commissioners of Charles County.
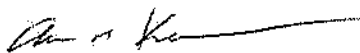
This Side Letter Agreement, consisting of 2 pages is signed on this _____ day of June, 2022, in Charles County, Maryland.

For the County Commissioners of Charles County

Professional Paramedics and EMTs of Charles County, Local 4658 of the International Association of Fire Fighters, AFL-CIO

By: _____

Reuben B. Collins, II, Esq. President, Board of Co

By: _____

AARON M KIDDER, PRESIDENT