

NEGOTIATED CONTRACT ADDENDUM

Between

ACE-AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,

LOCAL 2250

And

PRINCE GEORGE'S COUNTY PUBLIC SCHOOLS

In anticipation of the reopening of the Prince George's County Public Schools (PGCPS) following the extended closure necessitated by the COVID-19 pandemic, PGCPS and the American Federation of State, County and Municipal Employees, Local 2250 ("AFSCME") (collectively referred to as the "Parties") have met to negotiate in good faith over workforce protections for AFSCME's bargaining unit members. The Parties have agreed to the following terms:

1. If an employee has tested positive or has been in close contact with someone who tested positive for COVID-19 and must remain quarantined for an established period, PGCPS agrees to provide paid administrative leave for the duration of the quarantine period of 10 to 14 calendar days if necessary. The notice directing the employee to quarantine shall inform the employee of the specific length of time approved for administrative leave, as well as any expectations regarding his or her return to duty at the end of the quarantine period. Employees will return to duty in accordance with the guidelines issued by the Center for Disease Control & Prevention.
2. If a staff member informs PGCPS that he or she must quarantine because of infection or exposure to COVID-19, PGCPS shall provide the employee with detailed information regarding the various types of leave available, the application process, and any expectations regarding his or her return to duty at the end of the quarantine period.
3. PGCPS will create COVID-19 Compliance Committees for each Department of Supporting Services to ensure that safety and health protocols are being followed at each worksite. AFSCME will designate three (3) members to serve on those committees. AFSCME will identify the individual employees within its bargaining unit to serve on each Department's COVID-19 Compliance Committee based on their job title. School-based COVID-19 Compliance Committees are established by the official PGCPS Reopening Guide.
4. If PGCPS or local school management fails or refuses to adhere to the state or federal guidance or requirements or the requirements set forth in the Operational Guide for Reopening Schools, Operational Recovery Plan, or other subsequent guidance related to the safe opening and operation of schools, AFSCME or its bargaining unit members may grieve such violation or non-adherence through the Parties' negotiated grievance procedure.
5. Bargaining unit employees who are required to use cleaning and/or disinfecting products shall have access to Safety Data Sheets in each workplace for each hazardous chemical which they use and through the Staff

Portal; receive PGCPs issued personal protective equipment, and PGCPs will comply with OSHA's Hazard Communication Rule 29CFR1910.1200.

6. PGCPs shall comply with all record-keeping and posting requirements established by the Occupational Safety and Health Administration (OSHA) including but not limited to posting OSHA form 300A where it may be seen by all members of AFSCME's bargaining unit.

7. Prior to requiring employees to report to duty with students present, PGCPs agrees to provide in-person and/or virtual training to all employees regarding all health and safety protocols and any other related requirements as set forth in the Operational Guide for Reopening Schools, Operational Recovery Plan, or other subsequent guidance related to the safe opening and operation of schools. PGCPs will further provide on-going training as changes are made to such protocols or procedures.

8. Employees who are offered the opportunity to receive the COVID-19 vaccination shall be afforded paid administrative leave for such time as is necessary to receive the administration of both dosages and recover from any related side effects. Employees who receive the vaccine during the week shall receive Vaccination Leave on the next duty day following the date of the vaccine.

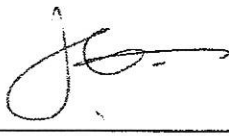
9. Further, no employee shall be required to submit to the vaccination against their will. All employees who accept the opportunity to be vaccinated shall be informed about the benefits of and risks from vaccines in language that is culturally sensitive and at an appropriate educational level. Opportunities for questions should be provided before each vaccination.

For ACE-AFSCME, LOCAL 2250

For PGCPs:



Martin Diggs, President



Dr. Juanita Miller, Chair, Board of Education

4/6/21

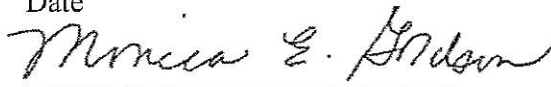
Date

3/30/2021

Date



Timothy Traylor, Executive Director



Dr. Monica Goldson, Chief Executive Officer

April 6, 2021

Date

3/30/2021

Date