

**ADDENDUM TO THE MEMORANDUM OF AGREEMENT
DATED FEBRUARY 1, 2006 BETWEEN
MONTGOMERY COUNTY GOVERNMENT AND
MUNICIPAL & COUNTY GOVERNMENT EMPLOYEES ORGANIZATION,
UNITED FOOD & COMMERCIAL WORKERS, LOCAL 1994,
REGARDING SHIFT ASSIGNMENTS FOR BARGAINING UNIT MEMBERS IN ECC**

The parties agree that this addendum will become part of the original MOA effective November 1, 2007. If the time comes for changes to the original MOA, it is the intention that this addendum will be included in that process. The following language describes the ECC Back Bid Shift Pick Process and replaces the language contained in Item #20 of the original MOA.

ECC Back Bid Shift Pick Process

In the event that vacancies on shifts occur during the bid cycle, the Employer may implement a back bid shift pick. A back bid shift pick is defined as the process of filling vacancies occurring outside of the annual schedule bid pick for the purpose of allowing employees the opportunity to bid on vacant shift slots. A vacancy is defined as an unoccupied position without an incumbent assigned. A vacancy does not include when an incumbent is temporarily absent from their position for whatever reason.

The back bid shift picks will occur in April to take effect the first full pay period in June, and in August to take effect the first full pay period in October. The Employer will reserve the right to decide which vacancies if any, will be opened for a back bid shift pick based on operational needs. If there are no vacancies or if the Employer deems there is no operational need to fill a vacancy, then no back bid shift pick will occur.

As vacancies occur between the annual and back bid schedule pick opportunities, newly hired employees will be temporarily assigned to a shift. At the next scheduled annual pick or back bid pick, the new employees will vacate their temporary assignments and will bid for a new shift based on their seniority according to the process as outlined in this MOA.

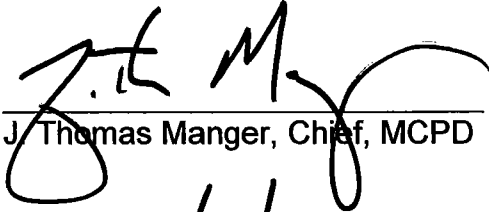
The following process will be followed when implementing a back bid shift pick:

- A. At least ten (10) days prior to a scheduled back bid shift pick, the Employer will announce via email and via posting in a public work area that a back bid shift pick will occur. The Employer will provide all eligible employees who work in ECC with information on the number and distribution of the shift vacancies open for bid.


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- B. Interested employees will respond in writing to the Employer if they are interested in participating in the back bid shift pick by the stated deadline. Employees shall provide the employer current contact information.
- C. The Employer will prepare a seniority list comprised of the employees who expressed intent to participate in the back bid shift pick. A copy of the seniority list will be given to participating employees and to the Union.
- D. Participating employees will be contacted by the Employer in seniority order with contact being made either in person or via telephone and offered the vacant shift slot(s). If the employer is unable to contact the employee or the employee fails to respond to attempted contacts within a 48 hour window, the employee waives their right to participate in the back bid process.
- E. If participating employees select a new shift assignment, their vacated shift slot will be added to the open vacancy list. Remaining participating employees who have not yet bid will then be able to select from the open vacancy list.

FOR THE EMPLOYER:


J. Thomas Manger, Chief, MCPD
Date: 12/24/07

FOR THE UNION:


Gino Renne, President, MCGEO
Date: 12/19/07