

IAFF CBA FY25 Updated Language MOA

Side Letter – Prevailing Rights

[ON FIRE CHIEF LETTERHEAD]

[DATE]

Jeffrey Buddle, President
Montgomery County Career Fire Fighters Association
International Association of Fire Fighters – Local 1664
932 Hungerford Drive, Suite 33A
Rockville, Maryland 20850

Re: Section 22(S) Prevailing Rights

President Buddle,

During negotiations between Montgomery County Government (“Employer”) and the Montgomery County Career Firefighters Association, IAFF Local 1664 (“Union”) over a successor collective bargaining agreement effective July 1, 2024, certain issues were raised by the Union regarding drinking water stored in apparatus coolers. The Employer agrees to refer this matter to the concern to the Joint Health and Safety Committee.

The Joint Health and Safety Committee shall add this matter to its agenda for its April 2024 meeting. The Committee shall issue written recommendations related to such matter in accordance with the procedures provided for under Article 35 of the CBA. Committee Recommendations shall be made to the Fire Chief and Union President for consideration in adopting changes or implementing action(s) related to the parties’ concern on apparatus drinking water no later than July 1, 2024.

If any recommendations are not adopted by July 1, 2024, the Employer will provide individual plastic water bottles on each apparatus until such time as the recommendations are adopted.

Sincerely,

Gary S. Cooper
Acting Fire Chief
Montgomery County Fire and Rescue Service

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Side Letter – Float Officer Subcommittee

Jeffrey Buddle, President
Montgomery County Career Fire Fighters Association
International Association of Fire Fighters – Local 1664
932 Hungerford Drive, Suite 33A
Rockville, Maryland 20850

Re: Float Officers

President Buddle,

The Fire Chief agrees to reconvene the subcommittee previously agreed to under Section 34.C to continue reviewing the use of float officers and the feasibility of assigning float officers to a specific fire station.

The subcommittee shall issue a report consistent with the procedures outlined in Section 34.C no later than December 1, 2024.

Sincerely,

John V. Kinsley
Interim Fire Chief
Montgomery County Fire and Rescue Services

Side Letter – Class Schedules for Class A Drivers Course

[ON FIRE CHIEF LETTERHEAD]

[DATE]

Jeffrey Buddle, President
Montgomery County Career Fire Fighters Association
International Association of Fire Fighters – Local 1664
932 Hungerford Drive, Suite 33A
Rockville, Maryland 20850

Re: Schedule for Class A Drivers Course

President Buddle,

During negotiations between Montgomery County Government (“Employer”) and the Montgomery County Career Firefighters Association, IAFF Local 1664 (“Union”) over a successor collective bargaining agreement effective July 1, 2024, certain issues were raised by the Union regarding the Class A Drivers Course.

The parties have a mutual interest in providing opportunities for bargaining unit members at the rank of FFIII and Master Firefighter who are assigned to day work to obtain training in Class A Apparatus driving. Effective July 1, 2024, the Class A Drivers Course will be scheduled on an annual rotating basis (A, B, C shifts & nights/weekends). In the event a nights/weekends offering is cancelled due to low enrollment, the next nights/weekends class shall be held so long as there is a minimum enrollment of 3 personnel.

Sincerely,

Gary S. Cooper
Acting Fire Chief
Montgomery County Fire and Rescue Service

Side Letter – Reimbursement for Multi Cancer Early Detection Blood Screening

[ON CAO LETTERHEAD]

[DATE]

Jeffrey Buddle, President
Montgomery County Career Firefighters Association
IAFF Local 1664
932 Hungerford Drive Suite 33-A
Rockville, Maryland 20850

Dear President Buddle:

During negotiations between Montgomery County Government (“Employer”) and the Montgomery County Career Firefighters Association, IAFF Local 1664 (“Union”) over a successor collective bargaining agreement effective July 1, 2024, certain issues were raised by the Union regarding the Employer reimbursing bargaining unit members for multi cancer early detection blood testing.

Through [END DATE OF AGREEMENT], bargaining unit employees shall be eligible for a one-time reimbursement by the Employer of up to eight hundred dollars (800.00) for multi cancer early detection blood testing. The Union will provide aggregate data regarding bargaining unit employees’ test results to FROMS.

Requests for reimbursement shall be submitted within ninety (90) days of receiving the test results and the Employer shall process payment to the employee within ninety (90) days after receipt of the reimbursement request.

Sincerely,

Richard S. Madaleno
Chief Administrative Officer

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Side Letter – Kelly Day/Seniority List Deadline

[ON UNION PRESIDENT LETTERHEAD]

[DATE]

Gary S. Cooper
Acting Fire Chief
Montgomery County Fire and Rescue Service
Public Safety Headquarters
100 Edison Park Drive
Gaithersburg, Maryland 20878

Re: Seniority List Submission Deadline

During negotiations between Montgomery County Government (“Employer”) and the Montgomery County Career Firefighters Association, IAFF Local 1664 (“Union”) over a successor collective bargaining agreement effective July 1, 2024, certain issues were raised by the Union regarding Kelly day selection.

The Union agrees to provide the official seniority list to the Department annually by September 1.

Sincerely,

Jeffrey Buddle, President
Montgomery County Career Fire Fighters Association
International Association of Fire Fighters – Local 1664

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Side Letter - Cannabis

Effective 07/01/2024, the parties shall enter into a Side Letter regarding testing for cannabis as follows:

[ON COUNTY EXECUTIVE LETTERHEAD]

[DATE]

Jeffrey Buddle, President
Montgomery County Career Firefighters Association
IAFF Local 1664
932 Hungerford Drive Suite 33-A
Rockville, Maryland 20850

Dear President Buddle:

During negotiations between Montgomery County Government (“Employer”) and the Montgomery County Career Firefighters Association, IAFF Local 1664 (“Union”) over a successor collective bargaining agreement effective July 1, 2024, certain issues were raised by the Union regarding medical cannabis and testing for cannabis considering Maryland’s recent changes to its laws associated with medical and recreational use of cannabis.

At this time, the County will continue to test for cannabis. However, if during my tenure as County Executive cannabis is removed as a Schedule I Controlled Substance or its use is otherwise deregulated by the federal government, the County will meet and discuss with the Union a medical cannabis policy within the framework of all applicable laws.

Sincerely,

Marc Elrich
County Executive