



Baltimore County Federation of Public Health Nurses  
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Debra Peterson, Executive Board

## Meeting Agenda

1. Contract Proposals
  - a) Article 8 – Seniority
    - a. Language changes for vacancies
    - b. Sections rearranged
  - b) Article 9 – Compensation
    - a. 2% COLA effective June 30, 2020. Steps and longevities guaranteed
    - b. Increase in uniform allowance
    - c. Compensation for required or approved to work In-service community events
    - d. Education Stipend for Bachelor's and Master's Degrees
  - c) Article 11 – Hours of Work
    - a. Compensation for working Saturday
    - b. Compensation for working Sunday
    - c. Home health section eliminated
  - d) Article 15 – Sick Leave
    - a. Added sick leave donation
  - e) Article 18 – Classification Plan
    - a. Language change in “appeal directly to . . .”
  - f) Article 19 – Employee Training and Career Development
    - a. Compensation for being a preceptor to a new employee or student
    - b. Increase in Tuition Reimbursement
  - g) Article 20 – Communications
    - a. Language defining Nursing Staff Review Committee members
  - h) Article 21 – General Provisions
    - a. Federation can meet with new employees in HR at their orientation
  - i) Article 24 – Duration and Scope of Memorandum
    - a. 1 to 3 years with allowances for increase in COLA
  - j) Copy of Contract Changes to follow
2. Treasury and Dues
  - a) Proposal to raise Full Membership Dues
  - b) Proposal to raise Half Membership Dues
  - c) Amend constitution to raise per capita dues in correlation with AFT and AFT MD
3. Constitutional Changes
  - a) Article II – language to Public Health Nurse or Nurse Practitioner
  - b) Article II – Dues, Fees, and Assessments (See Agenda #2.)
  - c) Article IV - Sections 1 & 4 – Officers Duties.
  - d) Article VII – Executive Board
4. Nominations Elections for Vice president and Treasurer