

Memorandum of Agreement
January 30, 2026

This is an agreement between the Community College of Baltimore County and the Communications Workers of America made in settlement of a third step grievance. The agreement addresses the mutual understanding of the application section 5.2 (Regular Work Day) of the current agreement.

A "regular work day" shall consist of seven and one-half hours of work, exclusive of meal periods. An employee who is regularly scheduled to a work day that is not continuous, but is separated in the same day by non-work time, shall be paid a differential rate of \$.75 per hour for the entire shift.

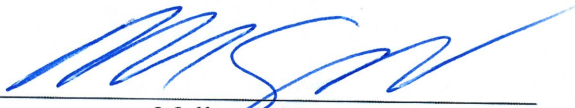
The parties agree that the non-continuous schedule referenced in section 5.2 includes regular weekly schedules of 37.5 hours with work days that are regularly scheduled to exceed 7.5 hours of work. Such schedules shall be paid a differential rate of \$.75 per hour for the entire shift.

This differential rate is not intended to apply to work days that exceed 7.5 hours due to overtime that is addressed in section 6.9 of the current contract.

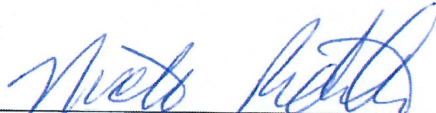
This change interpretation is effective beginning on November 24, 2025.

Community of College of Baltimore County

Communication Workers of America
Local 2100



Melissa L Hopp
Vice President, Administrative Services



Nick Riddle
President, Local 2100

2/3/26

Date

2/3/2026

Date