



OFFICE OF THE MAYOR: UPDATE ON PUBLIC WORKS' COLLECTIVE BARGAINING

The Mayor and City Council have always prided themselves by showing commitment to their employees by providing a fair wage and exemplary compensation package. All while maintaining a consistent tax rate and ensuring no reduction of services to the citizens of Laurel.

The Mayor and City Council of Laurel have demonstrated a commitment to enhancing labor relations and employee welfare, as evidenced by successfully negotiating three collective bargaining agreement contracts with Fraternal Order of Police Lodge 11.

After a year and a half long process, I want to provide you, the taxpayers, with a timeline of facts of what has taken place between the City and UFCW Local 1994 MCGEO. On February 27, 2023, six employees from the City's Department of Public Works (DPW), three non-city employees, and one representative from UFCW Local 1994 MCGEO, spoke at the general public meeting of the Mayor and City Council notifying of their intent to unionize.

On March 13, 2023, UFCW Local 1994 MCGEO Representatives, Mr. John Berry and Aljandro Marina spoke again at the general public hearing for DPW to be unionized. At this meeting, former City of Laurel Mayor Craig A. Moe accepted the request for certain DPW employees to unionize and explained the process to amend the labor section of the City Code, as well as the City's Charter. Also, at this time it was stated that the City would need to hire a labor attorney for this process. Most of the City Council members agreed to proceed to seek legal representation in this matter and move forward in a timely manner.

On March 27, 2023, at the Mayor and City Council meeting, UFCW Local 1994 MCGEO, President Gino Renne, expressed his concerns during the general public hearing that the process of changing the Code was taking too long.

On May 22, 2023, at the Mayor and City Council Meeting, Charter Resolution No. 179 - A Charter Resolution of the Mayor and City Council Amending Article 300 "Government" of Charter of City Laurel to Amend Section 357 to allow for Collective Bargaining for Certain Employees of Public Works was passed with a unanimous vote.

At the September 25, 2023, Mayor and City Council Meeting, Ordinance No. 2017, was passed with a unanimous vote. This Ordinance amended the Laurel City Code to remove Article IV Labor Code from Chapter 12 Police Department and create a new Labor Code Chapter 13.

On October 17, 2023, Pursuant to the City of Laurel Labor Code, Chapter 13, Sections 13-3 and 13-7, a secret ballot election was held to determine that UFCW Local 1994 MCGEO would serve as the exclusive bargaining representative of the Department of Public Works bargaining unit.

On November 13, 2023, the UFCW Local 1994 MCGEO, requested to bargain with the City of Laurel for Department of Public Works Union Rights. The City of Laurel responded to UFCW Local 1994 request on November 14, 2023, to schedule the first meeting of negotiations for December 14, 2023.

The City of Laurel and UFCW Local 1994 established the ground rules and meeting dates for negotiating, which were as follows: January 11, 2024, January 18, 2024, January 25, 2024, February 1, 2024, February 8, 2024, and February 15, 2024, to negotiate the collective bargaining agreement. All non-economic proposals were accepted and tentatively agreed upon by both parties. However, the matter of workers' wages was still in dispute. On February 22, 2024, the City declared Impasse, which is in accordance with Ordinance No. 2017, Labor Code Section 13 – 13. Impasse in collective bargaining (b) Impasse procedure since disputed matters were unresolved as both parties were not able to agree on wages.

Therefore, the City of Laurel requested an impasse hearing, in accordance with the Code that was scheduled for April 1, 2024. Both parties were required to submit only documentation on matters negotiated at the time of impasse. However, on March 25th and April 1, 2024, UFCW Local 1994, presented new

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APRIL RECYCLING EVENT, APRIL 20TH



Mark your calendars today for Public Works' Spring April Recycling Event on April 20th from 8am - Noon at the Public Works Facility, 305 - 307 1st Street!

This is a FREE event for electronics recycling, paper shredding, GreenDrop donation and Styrofoam drop-off event for CITY OF LAUREL RESIDENTS/BUSINESSES ONLY. Not all

addresses in "Laurel, Maryland" are in the City Limits (North Laurel, West Laurel, South Laurel, Montpelier, Russett and Maryland City are all NOT in the City Limits for the City of Laurel), so please verify you live within the City Limits if you plan to attend.

All vehicles must enter through the First Street entrance and they are asking residents to please stay in their cars, have their IDs ready, and to place items for shredding and drop off in the trunks of their cars where possible.

Paint (wet or dry) can be dropped off for recycling at \$5 per can (cash, check or charge).

If you have questions about the events above or other Department of Public Works services, please call at 301-725-0088 or email DPW@laurel.md.us.



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It's Easy Being Green!

GREEN HAPPENINGS IN LAUREL THIS SPRING!

No Mow April



Thank you to the Environmental Affairs Committee and to everyone that attended the 2024 No Mow April event on March 18th! It was because of you that it was such a great success! And to the Audubon Society, who did a wonderful job of explaining why creating native habitats are so important for our environment and residents were able to purchase native plants from our local vendors to start their native gardens!

If you were not able to attend the No Mow April event, the City is hosting a Garden Build event using native plants on April 13th at the Larry T. Smith Park (Montrose and Harrison Drive). We are looking forward to introducing more native plants at the Park and creating a pollinator-friendly garden. This volunteer-led effort is a great way to help beautify the City; learn about native plants and meet like-minded residents! Check Green Living Community page for more details or contact Carreen Koubek to sign up at 301-725-5300 ext. 2109. Community Service Hours are available!

April Recycling Event

As part of the City of Laurel's on-going commitment to reduce landfill waste and promote reuse, repurpose, and recycle, Mayor Sydnor and Public Works is happy to bring back our April Recycling Event, so gather up your old, important papers, old electronics, lightly-used home goods, Styrofoam and old paint and come down to Public Works, 305-307 First Street, on Saturday, April 20, 2024, from 8:00am to 12:00pm (Noon). Check the Public Works webpage for more details on this very popular event at www.cityoflaurel.org/169/Public-Works.

Farmer's Market News!!!

Our Laurel Farmer's Market will be weekly this year!!! Starting on May 2nd, and running every Thursday (except July 4th) through the end of September, residents can enjoy fresh fruits and vegetables from our local farmers and yummy baked goods from our local bakers. We still have spaces available for: dairy/cheese producers, bakers and locally-produced jams and jellies. So if you have a favorite vendor or are a vendor, contact us at greenliving@laurel.md.us. We would love to have you!

Learn more about going Green on our Green Living webpage. <https://www.cityoflaurel.org/green> and sign up for "what's new" to stay up to date on green initiatives.



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information that had not been negotiated at previous meetings. It would be unlawful for the Mayor and City Council to consider new information that was not discussed.

On April 1, 2024, at the impasse hearing, both parties appeared before the Mayor and City Council to present their respective proposed contracts and provide testimony in support of their documentation. The City of Laurel presented a proposed collective bargaining agreement reflecting a 5% increase to members of the bargaining unit (2.5% market rate adjustment & 2.5% merit step increase); which they felt was financially prudent, fair and equitable considering the bargaining unit's June 2023 18% salary increase. UFCW Local 1994, presented an agreement with a demand for a 9.5% increase. The Union's financial demand would have imposed considerable hardship to the City's next three (3) budget cycles.

The Mayor and City Council voted at the impasse hearing to approve the City's proposed collective bargaining agreement with four (4) favorable votes and one (1) abstention vote from Council member Carl DeWalt (Ward 1).

On multiple occasions throughout this process, UFCW Local 1994 MCGEO, along with Council member DeWalt and former Councilmember Mitchell, expressed their beliefs that the City was slowing the process and took exception with the contracting of Jackson Lewis to negotiate on the City's behalf. Jackson Lewis is a respected firm that has represented multiple municipalities, including those in Prince George's County.

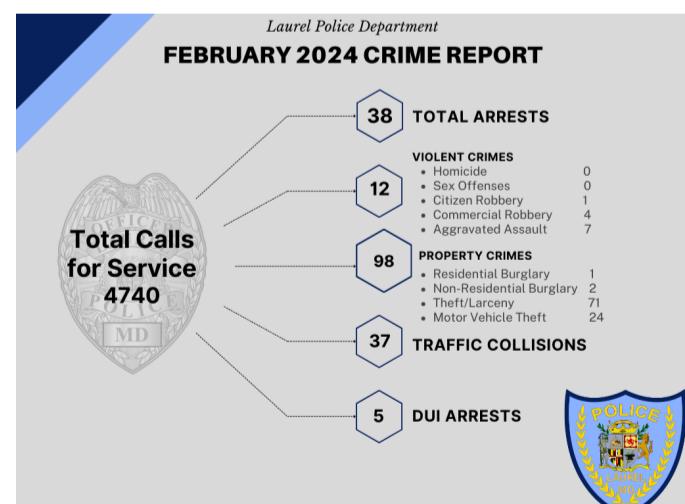
The City is happy to be able to move forward, and is proud to continue, to ensure a well-compensated workforce for the Department of Public Works employees. The City negotiated with good faith and I personally want to thank the City's bargaining team for their efforts in this negotiation, as well as the City Council for exercising fiscal responsibility with taxpayers' money.

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LAUREL POLICE MONTHLY CRIME REPORT

FEBRUARY 2024

List of Laurel Police Crime Reports can be found at www.cityoflaurel.org/police/community-info/crime-reports.



Laurel Council Connections



COUNCIL OFFICE



301-725-5300 ext. 2121



clerk@laurel.md.us

Legislation

Listed below are recent actions taken by the Laurel City Council. For further information on any of these actions, please feel free to contact the Office of the City Clerk at **301-725-5300 x2121** or at clerk@laurel.md.us. For the full agendas, visit www.cityoflaurel.org.

Adopted Legislation:

- Ordinance No. 2022 - To amend the General Operating Budget and Capital Improvement Program for FY July 1, 2023 - June 30, 2024; and to provide an effective date.
- Ordinance No. 2023 - Infrastructure Bonds, 2024 Series AA - providing for the issuance and sale of an Aggregate Principal Amount not to exceed \$8,400,000.

Bid Recommendations:

- No Bid Recommendations in March.

Appointments/Reappointments:

- ◆ James Hester (Reappointment): Ethics Commission - 3/11/24 - 3/11/27
- ◆ Michael McGowan (Reappointment): Community Redevelopment Authority - 3/11/24 - 3/11/27
- ◆ Toni Drake (Reappointment): Ethics Commission - 3/11/24 - 3/11/27
- ◆ Dove Robison (Reappointment): Public Safety and Transportation - 3/11/24 - 3/11/26
- ◆ Dr. Uzo Unegbu (Reappointment): City of Laurel Heath Officer
- ◆ James Agbai (Reappointment): Youth Services Commission - 3/25/24 - 3/25/27
- ◆ Clyde Williams (Reappointment): Public Safety and Transportation - 3/25/24 - 3/25/26
- ◆ Alontè Cross (Reappointment): Arts Council - 3/25/24 - 3/25/26
- ◆ Natalie Williams (Appointment): Communications Director

Celebrate Earth Day!

Earth Cleanup at Granville Gude Park
April 20th at 10am



Government Meetings

(Dates and Times Subject to Change)

April 2024 Mayor and City Council Meetings

- ◆ April 22nd - In-Person Mayor & City Council Meeting - Chambers - (6:00pm)

April 2024 Boards and Commissions

- ◆ April 16th - Historic District Commission (6:00pm)
- ◆ April 25th - Board of Appeals CANCELLED

May 2024 Mayor and City Council Meetings

- ◆ May 1st - Virtual Mayor and City Council Work Session (6:00pm)
- ◆ May 13th - Virtual Mayor and City Council Meeting (6:00pm)
- ◆ May 28th - In-Person Mayor and City Council Meeting - Chambers - (6:00pm)

May 2024 Boards and Commissions

- ◆ May 14th - Planning Commission (6:00pm)
- ◆ May 14th - Environmental Affairs Committee Meeting (6:00pm)
- ◆ May 21st - Historic District Commission (6:00pm)
- ◆ May 23rd - Board of Appeals (6:00pm)

City Announcements & Events

(Dates and Times Subject to Change)

- ◆ **Garden Build at Larry T. Smith Memorial Park - April 13, 2024**, from 10am to 1pm. This volunteer-driven build will help pollinators thrive in Laurel! Call 301-725-5300 ext. 2109 to sign up to volunteer!
- ◆ **Earth Day Cleanup, April 20, 2024**, at 10am at Granville Gude Park Lakehouse, 8300 Mulberry Street. Dress appropriately. ***Volunteer Opportunity***
- ◆ **Ecycle and Paper Shredding Event - April 20, 2024**, from 8am - Noon at the Public Works facility, 305-307 1st Street. ***MUST be a City resident/business***
- ◆ **City of Laurel Government Volunteer Fair, April 24, 2024**, from 6 - 8pm at the Joseph R. Robison Laurel Municipal Center.
- ◆ **Lakefest - May 4, 2024**, from 11am - 3pm at Granville Gude Park, 8300 Mulberry Street. Help Parks kick off the summer season!
- ◆ **Main Street Festival - May 11, 2024**, from 9am - 4pm.
- ◆ **National Kids to Parks Day - May 18, 2024**, from 3 - 7pm at Granville Gude Park, 8300 Mulberry Street. Any school-aged child 12 and under who completes a full lap around the Lake path during Lakehouse operating hours, on May 18th, will receive a one-time free boating pass to use any time during the 2024 season.
- ◆ **City Hall in the Park - May 22, 2024**, from 6:30 - 8pm: Discovery Park
- ◆ **To learn more or register for Parks and Recreation activities**, visit www.cityoflaurel.org/parks/adult-sports-activities or call 301-725-7800.



Visit the City of Laurel web site at www.cityoflaurel.org, to learn more about your local government!

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Public Works Monthly Glance



CUT ALONG DOTTED LINE. PLACE ON YOUR REFRIGERATOR.

Farmer's Markets



Every Thursday except
July 4, 2024 at the Quill Lot
from 3 p.m. to 7 p.m.

Yard Debris
Collection
 Bulky Item
Collection
Email DPW@laurel.md.us to schedule a pickup.



May

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
American Wetlands Month Clean Air Month Mental Health Month	Refuse/Recycling holiday schedule May 27th.		Virtual Mayor and Council Work Session-6pm	1 Farmers' Market 3 p.m. to 7 p.m. At the Quill Lot	2	3
5 Yard Clean-up! Two weekly yard debris collections.	6 Environmental Affairs Committee - 6pm	7	8	9 Farmers' Market 3 p.m. to 7 p.m. At the Quill Lot	10 Music at the Mansion (13910 Laurel Lakes Ave.) - 6:30 - 8:30pm	11 42nd Annual Main Street Festival - 9am - 4pm
Mother's Day 12 NATIONAL PUBLIC GARDENS WEEK - MAY 10-19	13 Virtual Mayor and City Council Meeting - 6pm	14 Planning Commission - 6pm	15	16 Farmers' Market 3 p.m. to 7 p.m. At the Quill Lot	17	18
19 NATIONAL PUBLIC WORKS WEEK - MAY 19-25	20 Historic District Commission - 6pm	21	22	23 Board of Appeals-6pm Farmers' Market 3 p.m. to 7 p.m. At the Quill Lot	24	25 City Pools Open May 25th
26 Memorial Day 27 Monday Trash/Recycling & Composting collected on Tuesday City/Passport Offices Closed	28 Tuesday Trash/Recycling & Composting collected on Wednesday	29	30 Farmers' Market 3 p.m. to 7 p.m. At the Quill Lot	31		



CUT ALONG DOTTED LINE . PLACE ON YOUR REFRIGERATOR.



PUBLIC WORKS



301-725-0088



DPW@laurel.md.us

Community Resources and Emergency Management: Wildfire Safety

After recent notifications of Fire Weather Watches by the National Weather Service, be aware that wildfires can happen year-round. In Maryland, we see our peak season between the Spring and Fall. The increase in sunlight dries out the forest floor and other debris, which makes for good kindling for a stray spark! We experience on average 123 wildfires every year in Maryland, and of these wildfires, 96% (118) are the result of man-made causes. The leading factor in wildfires is improper removal or burning of outdoor debris.

Use the following tips to practice better wildfire safety:

- Contact the Fire Marshal and Permit Services Office prior to burning any outdoor debris.
- Keep sparks away from dry vegetation and debris.
- Keep firewood at least 30ft from any building.
- Remove leaves, lumber, and other flammable materials from around structures.



If you're out camping:

- Douse your campfire and ensure it's cold before leaving or tucking in for the night.
- Build your campfire in an open location.

Learn more about fire safety by visiting <https://dnr.maryland.gov/forests/pages/wfm.aspx>.

CITY CONTACTS

MAYOR'S OFFICE



301-725-5300
ext. 2125

www.cityoflaurel.org

CITY ADMINISTRATOR



301-725-5300
ext. 2242



laurelmayor@laurel.md.us

LAUREL POLICE



Non-Emerg: 301-498-0092
Emerg: 301-725-3000



lpd@laurel.md.us

PARKS AND RECREATION



301-725-7800



parks@laurel.md.us

COMMUNICATIONS



301-725-5300
Ext. 2208



laurelpio@laurel.md.us