


<b>FROM</b>	<b>NAME &amp; TITLE</b>	Deborah F. Moore-Carter, Labor Commissioner <i>DFMC</i>	<b>CITY of</b> <b>BALTIMORE</b> <b>MEMO</b>	
	<b>AGENCY NAME &amp; ADDRESS</b>	Office of the Labor Commissioner 417 East Fayette Street, Suite 1405		
	<b>SUBJECT</b>	<b>City Council Bill 08-0058R</b> <b>Should There be a 4-Day Work Week Instituted in Baltimore City</b>		

**DATE:** 8/8/08

**TO** The Honorable President  
Stephanie Rawlings-Blake and  
Members of the Baltimore City Council  
Room 406, City Hall  
100 N. Holiday Street  
Baltimore, Maryland 21202

***Recommended Position***

The Office of the Labor Commissioner supports the concept of a 4-day work week for certain city employees, but opposes it being mandated through legislation.

***Comments and Analysis***

City Council Bill 08-0058R contemplates the possibility of a 4-day work week which could potentially reduce dependence on foreign oil, reduce the commute of city employees, ease traffic congestion, and possibly reduce personal expenses.

The Office of the Labor Commissioner is responsible for negotiating wages, benefits and other conditions of employment with the various city unions on behalf of represented employees. Therefore a 4-day work week would have to be negotiated with the unions. For example, a 4-10 work schedule is being piloted in the Baltimore City Police Department's northeastern district. This pilot is the results of negotiations with the Fraternal Order of Police.

The Office of the Labor Commissioner is currently exploring flextime and alternative work schedules with the unions. In January, 2008, a joint labor management committee was convened using the language in Article 19, Flextime in the current Memorandum of Understanding between the City of Baltimore and the City Union of Baltimore (CUB). The language states the parties (City and CUB) would cooperate in promoting the highest efficiency and productivity at the least cost to the taxpayer.

After the initial meeting which included union representation, a series of planning meetings were convened with the agency human resources offices. As a result of the planning meetings, a survey about flextime was generated and distributed to employees. Completed surveys have been collected and the results are be tabulated. Additionally, and analysis of city operations will be conducted to determine which positions and/or work sites would be conclusive to flextime or alternative work schedules.

It is imperative to consider fiscal implications of such a schedule change. Certain questions must be answered prior to implementation such as:

1. Will additional staff be required?
2. Can the current payroll system handle various schedules/schedule changes?

In addition to the fiscal note, a policy must be developed.

DFMC/lwmcn

cc: Gladys B. Gaskins

*Comments*

