


FROM	NAME & TITLE	Deborah F. Moore-Carter, Labor Commissioner <i>DFMC</i>	CITY OF BALTIMORE  <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Office of the Labor Commissioner 417 East Fayette Street, Suite 1405		
	SUBJECT	City Council Bill 18-0223 Equity Assessment Program		

TO

The Honorable President  
Bernard "Jack" Young and  
Members of the Baltimore City Council  
City Hall  
100 N. Holiday Street, Room 406  
Baltimore, Maryland 21202

DATE: June 12, 2018

*Recommended Position*

The Office of the Labor Commissioner (OLC) has reviewed City Council Bill 18-0223 which proposes the implementation of an Equity Assessment Program for Baltimore City, to be developed and overseen by the Department of Planning; requiring City agencies to assess existing and proposed policies and practices for disparate outcomes based on race, gender, or income and to proactively develop policies, practices, and investments to prevent and redress those disparate outcomes.

*Comments and Analysis*

The Office of the Labor Commissioner offers the following comments in reference to the bill:

To the extent that any changes to policies and practices have an impact on terms and conditions of employment, said policies and practices would have to be collectively bargained with the labor unions.

According to the MERO §1-1 (l) "terms and conditions of employment" means salaries, wages, hours and other matters relating to employee benefits and duties , such as, but not limited to, holidays, pensions, and vacations.

An example of this would be promotions. In the Fire collective bargaining agreements, promotions are based upon an eligibility list and the next person on the list is promoted. While in the non-public safety unions collective bargaining agreements, promotions take in consideration seniority. Therefore, if an Agency changes the manner in which promotions are handled that conflicts with the collective bargaining agreement(s), the OLC would need to negotiate those terms with the respective Union(s).

**The Office of the Labor Commissioner is Favorable with Comments on City Council Bill 18-0223.**

DFMC:yb

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