



Angelo Consoli, Jr
President

FRATERNAL ORDER OF POLICE **Prince George's County Lodge 89, Inc.**

P.O. Box 510
Lothian, MD 20711
(301) 952-0882

LETTER TO THE MEMBERSHIP

Brothers and Sisters:

Earlier today, August 18, 2021, Prince George's County Executive Alsobrooks issued an Executive Order requiring that, by October 3, 2021, all County employees present proof of COVID-19 vaccination or submit to weekly diagnostic testing and production of a negative COVID-19 test result. What's more, the County Executive threatened to impose discipline on any employee who does not comply with the above mandate, up to and including termination.

The County Executive's directive was sent to all county employees without advance notice to the County's Unions, including Lodge 89. And it was issued without prior notice even though representatives of the Unions told the County, at an informational meeting earlier this month, that the unions considered any such unilateral change to officer terms and conditions to be a mandatory subject of bargaining. The County Executive's directive demonstrates exactly why such notice was necessary: there is absolutely no guidance in the directive about how these new procedures will be implemented, making it clear that the County has no plans on how to do so. As a result, the FOP has received calls and emails from members throughout the day asking good questions about how this new directive will impact them, including (a) who will pay for the testing; (b) whether testing will be on-duty or off-duty; (c) whether there will be a quarantine period while officers await test results; (d) how the policy will be implemented for those officers who have contracted and recovered from COVID; and (e) what discipline will be imposed on officers who do not abide by the new policy.

Sadly, today's directive is just the latest in a long-running series of unilateral actions that show that the current County government does not take its obligations to work with the Unions that represent its employees seriously. Although the County government talks of collaboration and shared sacrifice when it is asking for further concessions from its employees, today's actions show once again that it is all too happy to ignore its obligations under County law when it is politically expedient to do so.

The County's current approach to labor relations must come to an end. Tonight, the FOP has taken two actions to show the County that the Lodge will not sit back and enable the County to bypass it. First, the FOP has demanded that the County meet to bargain over the new directive, including over how the County will implement this policy if it continues on the current course. Through that bargaining, FOP 89 will seek to minimize the impact on members who elect not to get vaccinated, including by answering the membership's reasonable questions in the way that is as protective as possible of the membership. Second, I have directed FOP labor counsel to file an unfair labor practice against the County government by close of business tomorrow. If the County is going to act unilaterally, it needs to be prepared to answer for that behavior.



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Lodge 89 will be working closely with our brothers and sisters of Lodge 112 and the other public safety unions in the coming weeks to put up a united front against this latest affront to County employees. We will follow up in the coming days with an update on how those efforts are progressing.

Fraternally,

Angelo Consoli

Sherrice Carpenter

Paul Mazzei

President

1st Vice President

2nd Vice President