



# MARYLAND PROFESSIONAL EMPLOYEES COUNCIL

AFT, AFL-CIO Local 6197

A union of professionals  
in service to the people  
of Maryland.

December 30, 2025

VIA ELECTRONIC MAIL

Jake Weissman  
Secretary  
Maryland Department of Budget and Management  
45 Calvert Street, 1st Floor  
Annapolis, Maryland 21401-19076  
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Re: December 26 – Holiday Observance Under Unit G MOU Article 7

Thank you for the notice issued on December 22, 2025, regarding the Governor's declaration related to the Christmas holiday period.

MPEC acknowledges that the State properly honored the Unit G Memorandum of Understanding (MOU) with respect to Christmas Eve (December 24) and Christmas Day (December 25). However, the State did not honor December 26 in a manner consistent with the MOU's contractual requirements.

**Article 7 – Holidays, Section 1 (Observance)** of the Unit G MOU reflects the agreement of the parties that observed holidays include:

*“Any other day proclaimed as a holiday or nonworking day by the Governor of the State of Maryland or the President of the United States of America.”*

December 26 was proclaimed and observed as a **federal nonworking holiday**. Under the plain language of Article 7, Section 1, this proclamation triggered holiday observance for Unit G employees. The designation of the day as “liberal leave” does **not substitute for or override the contractual requirement** to recognize the day as a holiday under the MOU.

Accordingly, MPEC maintains that:

- December 26 must be recognized as an observed holiday for Unit G employees pursuant to Article 7, Section 1;
- Unit G employees who were required to work on December 26 are entitled to the applicable holiday premium pay under the MOU; and
- Unit G employees who did not work on December 26 should not be required to use personal, annual, or other leave in place of a contractual holiday.

We request confirmation of how the State intends to address this matter and to ensure compliance with Article 7 of the Unit G MOU. Absent corrective action, MPEC reserves all contractual rights, including the right to pursue enforcement through the grievance process.

We look forward to your prompt response.

Sincerely,



Jerry Smith  
President

cc: Dyana Forester  
Senior Director of Labor Relations  
[dyana.forester@maryland.gov](mailto:dyana.forester@maryland.gov)