

BALTIMORE COUNTY
Grievance and Appeal Form

Please circle one category:

- 1. **X** **Grievance**
- 2. Appeal of Suspension
- 3. Appeal of Dismissal

EMPLOYEE NAME: Federation Grievance
HOME ADDRESS: 305 West Chesapeake Ave.
Towson, Md. 21204

DEPT/BUREAU: 911 Center
Phone: 410-296-1875

TITLE: 911 Center Employees

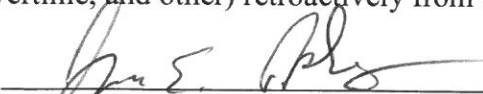
BARGAINING UNIT: Pay Schedule: I-E

1) Nature of Grievance: On January 19th 2016 employees learned from ESS that the county changed the base pay scale from 2080 hours annually to 2184 hours annually. This Federation Grievance is on behalf of all 911 Call Center Employees affected by the County's unilateral change of the annual base salary divisor for hourly rate conversion from 2080 hours per year to 2184 hours per year. This Federation Grievance challenges the Employer's unilateral reduction in the hourly rate calculation used for straight time, overtime, and other premium wages effective January 1, 2016 by reclassifying the affected positions from 40 hour classifications to 84 hour Bi-Weekly classifications AFTER ratification of the Memorandum of Settlement executed by the parties on or about November 12, 2015. Such unilateral change served to increase the Annual Salary divisor from 2080 hours per year to 2184 hours per year causing a substantial reduction to the straight time hourly rate. For illustration purposes only, and by example: in the case of the lead grievant in this class, Arley Scott, such reduction has reduced his hourly rate by \$1.47 per hour. (from \$30.9192 to \$29.4469). This unilateral change was never discussed nor contemplated by the parties during recent negotiations.

2) Was the grievance discussed with your immediate supervisor? **YES**
Supervisor's name: **George Gay** Date of discussion: **01/20/16**
After discussions with George Gay on 01/20/16, the FPE was advised to submit this issue directly to Fred Homan, the signatory on behalf of the County on the above reference Memorandum of Settlement.

3) Specify the agreement, policy or regulation you believe was violated:
MOU: Article 4.1 (a) & (b), 8.1, Article 10 and Exhibit H - *et seq.*
Rule 8
Rule 9
Rule 10
Memorandum of Settlement dated November 11, 2015, *Addendum for contract 2012-2016.*

4) Remedy requested: Reverse any and all unilateral actions taken by the Employer, including without limitation, the reclassification of the affected positions from 40 hour to 84 hour Bi-weekly, including all actions taken by the PSAB and County Council adopting such changes; and return all affected employees to the 40 hour classification held at the time the parties reached their agreement dated 11/12/15: *Addendum for contract 2012-2016.* Make all employees whole, including back pay, by recalculating their earnings (straight time, overtime, and other) retroactively from the implementation date of such unilateral change.

Employee signature  Date 2/1/16

Employee representative: Baltimore County Federation of Public Employees/AFT/AFL-CIO
Attn.: John Ripley, 305 West Chesapeake Avenue, Suite L 30, Towson, MD 21204
Phone number: 410-296-1875 Email: jripley@aft-maryland.org

- 1. This Grievance and Appeal form must be submitted at each level of the grievance procedure.
- 2. Copy of the original grievance, any subsequent appeals, and all grievance dispositions must be submitted to the Office of Human Resources.