

BALTIMORE COUNTY
Grievance and Appeal Form

Please circle one category:

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

EMPLOYEE NAME: Federation Grievance

DEPT/BUREAU: 911 Center

All employees of the 911 Emergency Communication Center represented by the Baltimore County Federation of Public Employees local #4883 who are subject to the August 15, 2017 email notice from 911 Admin revising SOP A-12 Sick Leave.

HOME ADDRESS: 305 W. Chesapeake Ave. Suite L-30
Towson, MD 21204

Phone: (410)296-1875

TITLE: Emergency Communication Center Staff

BARGAINING UNIT: Pay Schedule: I and 1E

- 1) Nature of Grievance: The Federation, on behalf of employees, contests the employer's unilateral implementation of revised SOP A-12 Sick Leave, as it is in direct violation of, and contrary to the collectively bargained for provisions of the MOU and between the parties, including without limitation, Article 15 and Memorandum of Settlement dated 11/12/15. The matters set forth in the unilaterally amended SOP alters the terms of the MOU, Memorandum of Settlement and alters the terms and conditions of employment for Emergency Communication Center employees, and as such, are mandatory subjects of bargaining and are invalid as they apply to Federation represented employees. The MOU contains provisions for the employer to address specifically identified employees "whose absence pattern indicates a potential overuse or questionable use of sick leave", and the MOU contains remedial measures for the employer to employ in such cases, such as to require employees, on an individual basis, "to submit written physician's certificate for any sick leave absence". The revisions to SOP A-12 paints a broad brush across all ECC employees, contrary to the provisions of the MOU, all in violation of the express provisions of Article 15. The revisions also include a direct violation of the Memorandum of Settlement dated 11/12/15 re. Sick Leave Cash-in.
- 2) Was the grievance discussed with your immediate supervisor? NO
Supervisor's name: N/A Date of discussion: N/A
- 3) Specify the agreement, policy or regulation you believe was violated: The MOU between the parties, including addendums, in effect July 1, 2016 through June 30, 2019 in its entirety, including without limitation:
Preamble
Article 1.1 – Federation Recognition
Article 2 – Management and Employee Rights
Article 6.1 – No Discrimination
Article 15 – Sick Leave
Memorandum of Settlement dated 11/12/15
Baltimore County Code, §4-5-101 *et seq.*
ECC SOP A-12 dated 08/15/17 and 11/14/16
- 4) Remedy requested: The Federation requests that the implementation of the Employer's revisions to SOP A-12 be rescinded and remain in abeyance until after the parties have had the opportunity to enter into collective bargaining on this mandatory subject of bargaining.

Employee signature



Date

8/22/17

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.