

BALTIMORE COUNTY GRIEVANCE INITIATION

File No

Distribution:

Original: Hearing Authority
2 Copies: Officer of Personnel
1 Copy: Employee
1 copy: Employee's Representative. If any

INSTRUCTIONS

Complete the original and four copies of this form. Send the original to the next highest authority to hear the grievance as specified in the applicable grievance procedure. Distribute copies as indicated above. Appeal must be filed within time limits also specified in the applicable grievance procedure. If you have any questions, call Employee Services in the Office of Personnel.

Employee's Name	Home Address (Zip Code)	Title
Baltimore County FOP Lodge #4	9304 Harford Road 21234	

Department or Bureau	Division	Location
Police Department		

1. What is the action or situation about which you have a grievance: (Be very specific and give full names and exact location). On September 27, 2017 Baltimore County Fraternal Order of Police Lodge #4 became aware that the Chief of the Baltimore County Police Department and/or the Baltimore County Office of Human Resources posted a job opening for the position of "Police Officer Part Time" on the Baltimore County website. The position listed a salary of \$30-\$35 hourly. The Memorandum of Understanding (MOU) between the Baltimore County Government and the Baltimore County Fraternal Order of Police Lodge #4 (FOP), specifically article 1 section 1.2 "Employee Defined" states "Whenever used in this MOU, the term "employee" shall mean all sworn personnel up to and including the rank of Lieutenant of the Police Department." Furthermore, article 1 section 1.1 "Union Recognition" states "The Administration recognizes the FOP as the exclusive representative of its employees as defined in Section in Section 1.2 of this article with respect to wages, hours and other terms and conditions of employment." Through the Police Officer Part Time position, the Department and the County are altering the negotiated terms and conditions of employment.

2. What do you think should be done about it?
To the extent that the County seeks to alter the terms of the negotiated agreement, it may do so only through collective bargaining. Any posting or publishing of the position should be removed and any hiring should be halted until these terms are negotiated with the FOP. Additionally, any officers hired into part-time positions shall be made whole.

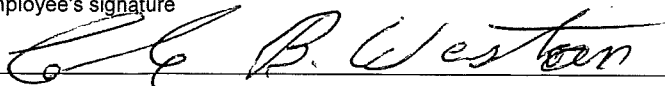
3. Has this grievance been discussed with your immediate supervisor? N/A

Name of your immediate supervisor	Title
N/A	N/A

4. What other person, besides yourself, do you want notified of any hearings or actions taken on this grievance?

Name	Mailing Address
Sgt. David Rose #3233	9304 Harford Road 21234

Role in this grievance: FOP Representative

Employee's signature	Date
	10/5/17