

OLR Grievance : 2024-MCGEO-59

Date Created : 10/18/2024 4:06:12 PM

Contact / Representative Name : Ryan Conlon

Employee Name : All Affected

Department : Human Resources

Position Title :

Grade :

Immediate Supervisor : Frushour, Samuel

Division Or Section:

Date Of Violation: 2024-10-18

CBA Provision Violated: Numerous

Grievance Statement : On Friday, October 18th, 2024, the Union received information outlining the basis of reducing or discontinuing multilingual differential pay for bargaining unit members throughout the County. Based upon the review of this information, the County's reduction/discontinuation of multilingual pay differential pay for all affected bargaining unit members is in violation of Article 1 "Recognition", Section 1.3 "Partnership Agreement", and Article 5 "Wages, Salary, and Employee Compensation, Section 5.4 "Multilingual Pay Differential". The County is also in violation of all other applicable articles, performance rules, statutes, ordinances, and past practices.

Relief Requested

That effective immediately, the County cease and desist from reducing or discontinuing the multilingual pay differential for all affected bargaining unit members until the Union has had the opportunity to mutually agree to the discontinuation and/or reduction of the multilingual pay differential for the affected bargaining unit members. That all affected members be made whole.

ADR/CFP attempted: No