



**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 4658**

PO BOX 1532, WHITE PLAINS, MD 20695

January 25, 2019

TO: Heather Shymansky, Captain, Operations, DES / Emergency Medical Services

VIA: Kevin Reilly, C Platoon Shop Steward *K. Reilly*

FROM: Paul Lenharr II, E Platoon Shop Steward

REF: Informal Grievance regarding the distribution of hours worked during training

Pursuant to Chapter 11 of the Personnel Policy and Procedures Manual and Section 10.3 of the Collective Bargaining Agreement, IAFF Local 4658 is informally grieving the current policy as written in S.O.P #102.05.

With the implementation of the 24/72 schedule in the CBA, S.O.P. # 102.05 needs to be revised to take the parameters of this schedule into account. Under paragraph 7 of the policy section in S.O.P. # 102.05, "[f] or training that is scheduled for twenty-four (24) hours or beyond, the employee's schedule will be adjusted to reflect a work detail to that training assignment in lieu of reporting to their scheduled shift."

While this policy was appropriate prior to July 1, 2018, utilization of it now can lead to financial loss for employees, as well as financial impact to the County. For example, mandatory training was held on 1/4, 1/5, and 1/6. This led to a shortage of hours for C Platoon which had to be supplemented with Admin Leave. Another example of this will be for the mandatory Paramedic Refresher course coming up in February. Employees scheduled to attend this course will be shorted four (4) hours in the week ending 2/2 and four (4) hours in the week ending 2/9.

Employees who remain compliant with S.O.P. # 400.08 (Fitness for Duty) should be allowed to work their scheduled shifts while attending courses. This should be relatively cost neutral to the County, as the shift will be paid with overtime regardless of who works it. If an employee can perform adequately on a call after 30 hours of being "on-the-job", an employee should be capable of attending a training course after 30 hours, providing it does not violate S.O.P #400.08 (Fitness for Duty).

We believe that transparency and across the board adherence to these policies should be upheld when the schedule is adjusted to reflect training and leave hours. During the previously mentioned dates, multiple employees worked either before, in the middle of, or after the training hours, allowing them to work their shift or even collect overtime. This gives the appearance that certain people were allowed to work outside of S.O.P. # 102.05 and others were not.

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Training Work Hours

We believe this policy needs to be revamped to ensure fair and equitable treatment of all employees without incurring unnecessary costs or losses to the employees or the County. Additionally, we are requesting the currently policy in paragraph 7 of S.O.P. # 102.05 be suspended until a new policy can be put in place that makes sense for all parties.

Thank you for your time, attention and consideration of this issue.

cc: Ryan DeGruy, President, IAFF Local 4658
Aaron Kidder, Vice-President, IAFF Local 4658
Jason Hardesty