



# Grievances

Section: 1.444  
Effective Date: March 30, 2011

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## **1.444 Grievances**

A. A grievance is any cause of complaint arising between employee and employer on a matter concerning discipline, alleged discrimination, promotion, assignment, or interpretation or application of university rules or agency procedures over which the university management has control. Complaints pertaining to the general level of wages, wage patterns, fringe benefits, or to other broad areas of financial management and staffing are not grievable issues.

### **1.444.02 Grievance Process Applicability**

A. When not in conflict with the State of Maryland's Law Enforcement Officer's Bill of Rights (LEOBR), grievances in the agency will be filed, processed, and heard consistent with the current Memorandum of Understanding (MOU) between the Fraternal Order of Police and the University of Baltimore Sworn Police Officer Unit and Non-exempt Employees Unit.

### **1.444.04 Employee Representation**

A. Employees may be represented at every step of the grievance procedure. At any point in the grievance procedure, employees may elect to obtain, change, or dismiss representatives by providing written notice of same to persons hearing the grievances. However, such actions in no way allow grievant to return to previous steps in the procedure or to delay grievances at current steps.

### **1.444.06 Grievance Records**

- A. The agency's grievance files are maintained in the Office of the Chief.
- B. General access to grievance files will be limited to the Chief and others he/she designates.
- C. Employees will be granted access to their particular grievances, but no others.

### **1.444.08 Analysis**

The Chief will ensure that an annual analysis of grievances is prepared to assist in determining what, if any, steps should be taken to minimize future causes of such grievances.