

GRIEVANCE

(use additional sheets where necessary)

Lodge/Unit No.:

Year: 2020

Grievance No.:



Date Filed: 04/16/2020

Department: Shelby County Sheriff's Department

Grievant's Name: Russillo

Mark

Last

First

M.I.

STEP ONE

Date of Incident or Date Knew of Facts Giving Rise to Grievance: 04/08/2020

Article(s)/Sections(s) violated: Article 16, Section 3; Article 18, Section 1; Article 20, Section 7; Article 21, Section 1; Article 25, Section 4; Article 28, Section 2; and all applicable Articles

Briefly state the facts:

The employer, via Board resolution outside of collective bargaining agreement, has unilaterally changed terms and conditions absent the bargaining process, by withholding a week of pay in the month of May, as the parties

wait for resolution through arbitration of successor agreement, and forcing members to use various forms of accrued benefit time (including sick leave)

to make up the difference in defiance of employee-optional nature of said benefits, during the covid-19 pandemic.

Remedy Sought:

Return to status quo and make all members whole

, in part and in whole, make grievant(s) whole.

Given To: Sheriff Don Koonce & County Board Chairman Bruce Cannon, via email

Date: 04/16/2020

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

See attached response.

Employer Representative Signature

Bruce Cannon Shelby County Board Chairman  
Don Koonce  
Position

Person to Whom Response Given

4.23.2020  
Date

STEP TWO

Reasons for Advancing Grievance: REMEDY INSUFFICIENT. SHARE THE COMMITTEE'S SENTIMENT TO MOVE TO NEXT STEP

Given To:

Date: 4/24/20

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

NOTE: GRIEVANCE RESOLVED BETWEEN THE PARTIES  
SETTLEMENT IS ATTACHED & INITIALED

# REMEDY FOR GRIEVANCE

6/3/20

PARTIES AGREE:

1. REPAIR ALL MONIES WITHHELD FOR 5/15/20 PAY
2. REPLENISH ALL LEAVE BANKS IMPACTED BY 5/15/20 PAY
3. SOME EMPLOYEES WILL ACCEPT ONE-WEEK OFFSET
4. SOME EMPLOYEES WILL AGREE TO DEDUCT 4 ~~HOURS~~ HOURS PER PAY UNTIL "ARRANGED" STATUS IS REACHED
5. ALL EMPLOYEES WILL ABIDE BY EITHER #3 or #4
6. UPON IMPLEMENTATION, ALL REIMBURSEMENTS WILL BE MADE TO EMPLOYEES BY COUNTY UNDER SEPARATE CHECK.

6/3/20

MJR

GV

DLS

J.P.

ARW

*[Signature]*

*[Signature]* *[Signature]* *[Signature]*