

EXECUTIVE ORDER OF JULY 3, 1974

STATE EMPLOYEES GREIVANCE PROCEDURES

- WHEREAS, The State of Maryland has long recognized the importance of establishing, maintaining, and improving the relationship between the State, as an employer, and its employees, in order to be more efficient and responsive to the needs of its citizenry in the provision of essential public services; and
- WHEREAS, In pursuance of this goal, the Secretary of Personnel has established and promulgated a grievance procedure, known as Department of Personnel Policy No. 9, creating an appropriate forum for State employees to seek redress of their complaints; and
- WHEREAS, Acting pursuant to Article 77A, Section 15 of the Annotated Code of Maryland, the University of Maryland has established a grievance procedure for its classified employees, set forth in a document known as Personnel Practices for Classified Employees at the College Park Campus, which procedures have been extended to classified employees on the other campuses of the University and modified by Article 77A, Section 15(e)(1-a) of the Annotated Code of Maryland; and
- WHEREAS, It is the desire of the State to make these grievance procedures applicable to all State employees, except those who already have the advantage of an alternative procedure, or who are employed under a recognized teacher tenure system, or who are appointees in high level policy making positions; and
- WHEREAS, The current grievance procedure, as embodied in Department of Personnel Policy No. 9, has been interpreted by the Attorney General as being applicable only to classified employees of the State, and the authority of the Secretary of Personnel to extend the procedure its in doubt; and
- WHEREAS, The grievance procedures set forth in the aforesaid University of Maryland publication do not presently apply to non-classified personnel; and
- WHEREAS, I, as Governor, have the authority under the Constitution and laws of Maryland to promulgate rules of conduct or procedure for State employees and State agencies;