

SUBTITLE 1B. MORGAN STATE UNIVERSITY CLASSIFIED EMPLOYEE GRIEVANCE PROCEDURES

14-1B-01.

(A) FOR PURPOSES OF THIS SUBTITLE, "GRIEVANCE" MEANS A DISPUTE BETWEEN AN EMPLOYEE AND THE EMPLOYEE'S EMPLOYER ABOUT THE INTERPRETATION OF AND APPLICATION TO THE EMPLOYEE OF:

(1) A PERSONNEL POLICY OR PROCEDURE ADOPTED BY THE UNIVERSITY; OR

(2) ANY OTHER POLICY OR PROCEDURE OVER WHICH THE UNIVERSITY MANAGEMENT HAS CONTROL.

(B) THIS SUBTITLE DOES NOT APPLY TO:

(1) A STUDENT EMPLOYEE;

(2) AN EMPLOYEE, INCLUDING A MEMBER OF A FACULTY, WHO IS SUBJECT TO A CONTRACT OR REGULATIONS GOVERNING TEACHER TENURE; OR

(3) A MEMBER OF THE FACULTY, AN EXECUTIVE STAFF MEMBER, OR A PROFESSIONAL ADMINISTRATIVE STAFF MEMBER OF THE UNIVERSITY.

(C) UNLESS A DIFFERENT PROCEDURE IS PROVIDED FOR BY LAW, AN EMPLOYEE WITH A GRIEVANCE MAY PRESENT THAT GRIEVANCE IN ACCORDANCE WITH THIS SUBTITLE, FREE FROM COERCION, DISCRIMINATION, INTERFERENCE, REPRISAL, OR RESTRAINT.

14-1B-02.

(A) THE SECRETARY OF PERSONNEL SHALL PROVIDE FOR FORMS FOR INITIATING AND PROCESSING GRIEVANCES.

(B) THE THREE STEPS IN THE GRIEVANCE PROCEEDING ARE:

(1) THE INITIATION OF A GRIEVANCE PROCEEDING;

(2) AN APPEAL TO THE PRESIDENT; AND

(3) AN APPEAL TO THE SECRETARY OF PERSONNEL.

(C) THE PARTIES MAY AGREE TO BYPASS ANY STEP OF THE GRIEVANCE PROCEEDING.

(D) EACH PARTY TO A GRIEVANCE SHALL MAKE EVERY EFFORT TO RESOLVE THE GRIEVANCE AT THE LOWEST LEVEL POSSIBLE.

(E) IF A GRIEVANT FAILS TO APPEAL A DECISION IN ACCORDANCE WITH THIS TITLE TO THE NEXT STEP IN THE GRIEVANCE PROCEEDING, THE GRIEVANT IS CONSIDERED TO HAVE ACCEPTED THE DECISION.