

(F) IN THE CASE OF A DISCIPLINARY SUSPENSION, EXCEPT A SUSPENSION PENDING THE RESOLUTION OF CHARGES WHICH, IF PROVED, WOULD RESULT IN THE DISMISSAL OF AN EMPLOYEE:

(1) THE EMPLOYEE AND/OR HIS DESIGNATED REPRESENTATIVE MAY SUBMIT A WRITTEN APPEAL OF A DISCIPLINARY SUSPENSION TO THE SECRETARY OF PERSONNEL WITHIN FIVE DAYS IN ACCORDANCE WITH EXISTING RULES, REGULATIONS; OR

(2) THE EMPLOYEE AND/OR HIS DESIGNATED REPRESENTATIVE MAY APPEAL THE SUSPENSION WITHIN THREE DAYS, TO THE APPOINTING AUTHORITY OR HIS DESIGNATED REPRESENTATIVE. IN SUCH EVENT, THE APPOINTING AUTHORITY OR HIS DESIGNATED REPRESENTATIVE MUST HEAR THE CASE WITHIN THREE DAYS FROM THE RECEIPT OF THE WRITTEN APPEAL. IF THE APPEAL GOES UNHEARD OR UNANSWERED AS A RESULT OF MANAGEMENT DELAY, THE EMPLOYEE SHALL BE REINSTATED WITH FULL BACK PAY.

(3) IN THE EVENT THAT THE EMPLOYEE CHOOSES TO APPEAL TO THE APPOINTING AUTHORITY OR HIS DESIGNATED REPRESENTATIVE, ANY FURTHER APPEALS MUST PROCEED IN ACCORDANCE WITH THE GRIEVANCE PROCEDURE SET FORTH IN SECTION 54 OF THIS SUBTITLE.

(4) ANY SUSPENSION OF AN EMPLOYEE ~~MUST BEGIN~~ NOT LATER THAN SHALL BEGIN NOT LATER THAN TWO DAYS AFTER THE CLOSE OF THE EMPLOYEE'S NEXT SHIFT FOLLOWING THE ALLEGED INFRACTION OR KNOWLEDGE OF THE ALLEGED INFRACTION. ALL SUSPENSION DAYS MUST BE CONSECUTIVE.

(5) THE ONLY EXCEPTIONS TO SUBSECTION (F) (4) ARE ACTIONS TAKEN BY THE DEPARTMENT OF TRANSPORTATION AND MARYLAND STATE POLICE ACCIDENT REVIEW BOARDS. EACH OF THESE BOARDS HAS 20 DAYS FOR REVIEW AND THEN MUST COMPLY WITH SUBSECTION (F) (4) OF THIS SECTION.

(G) UPON THE FORMAL OR INFORMAL INITIATION OF A GRIEVANCE AN EMPLOYEE DESIGNATED AS A GRIEVANCE PROCEDURE REPRESENTATIVE SHALL NOT SUFFER ANY LOSS OF PAY FOR INVESTIGATING, PROCESSING OR TESTIFYING IN ANY STEP OF THE GRIEVANCE PROCEDURE. RELEASE TIME FROM NORMAL WORK SCHEDULES IS TO BE GRANTED ALL WITNESSES TO ATTEND GRIEVANCE HEARINGS. EXPENSES INCURRED IN CONNECTION WITH ATTENDANCE BY EMPLOYEES AT GRIEVANCE HEARINGS WILL BE BORNE BY THE EMPLOYEE'S AGENCY.

(H) THE SECRETARY OF EACH DEPARTMENT SHALL SUBMIT TO THE SECRETARY OF PERSONNEL A LIST OF THOSE PERSONS DESIGNATED TO REPRESENT HIM AT EACH STEP OF THE GRIEVANCE.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 1977.