

(1983 Replacement Volume and 1985 Supplement)

BY repealing and reenacting, with amendments,

Article - Education

Section 13-1A-01, 13-1A-03, 13-1A-04, 13-1A-05, 13-1A-06,
and 13-1A-07

Annotated Code of Maryland

(1985 Replacement Volume and 1985 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article 64A - Merit System

54.

(a) There shall be [five] THREE steps in this procedure.

(1) Step one shall be the initiation of a complaint. Grievances must be initiated within 30 days of the alleged complaint or within 30 days after the complaining employee reasonably may be held to have knowledge of the act of which [he] THE EMPLOYEE is complaining. [An] FOLLOWING INFORMAL DISCUSSION WITH THE SUPERVISOR, AN aggrieved employee and [his] THE EMPLOYEE'S designated representative [may either:] SHALL PRESENT THE GRIEVANCE

[(i) Present his grievance orally to his immediate supervisor for the purpose of informal discussions. If the grievance is unresolved after three days, the employee may appeal to step two, which appeal must be in writing and filed within three days; or

(ii) Present his grievance in writing to his intermediate supervisor for formal consideration. If the grievance is presented to the intermediate supervisor, the intermediate supervisor shall within five days after receipt of the written grievance hold a conference with the aggrieved and/or his designated representative and shall within five days after the conclusion of the conference render his decision in writing to the aggrieved and/or his designated representative. In the event the aggrieved employee is not satisfied with the decision rendered at this step, he and/or his designated representative may appeal in writing to step two within five days.

(2) The grievance appeal shall be presented, in writing, to the program director or his designated representative. Within five days after receipt of the written grievance, the program director or his designated representative shall hold a conference with the aggrieved and/or his designated representative and shall render a written decision within ten days after the conclusion of the conference. In the event an