

In subsection (b) of this section, the reference to the "head of each principal department or other independent unit" is substituted for the former reference to the "secretary of each department" for accuracy, because not every employing unit is a principal department-headed by a "secretary".

With respect to subsection (a) of this section, the State Ethics Commission has advised that a supervisor is barred by the Ethics Law from serving as a representative of an employee in the same agency. See State Ethics Commission, Opinion No. 87-17 (Oct. 27, 1987).

Defined terms: "Appointing authority" § 1-101

"Person" § 1-101

"Secretary" § 1-101

10-205. INFORMAL DISCUSSION.

BEFORE INITIATING A GRIEVANCE PROCEEDING, AN EMPLOYEE SHALL PRESENT THE MATTER ORALLY TO THE EMPLOYEE'S SUPERVISOR FOR INFORMAL DISCUSSION.

REVISOR'S NOTE: This section is new language derived without substantive change from the first clause of the third sentence of former Art. 64A, § 54(a)(1).

The former reference to an "employee's ... representative" is deleted as unnecessary here in light of § 10-204(a), which generally allows an employee to be represented "at any time".

Defined term: "Grievance" § 10-101

10-206. PERIOD TO INITIATE GRIEVANCE PROCEEDING.

A GRIEVANCE PROCEEDING MUST BE INITIATED BY AN EMPLOYEE WITHIN 30 DAYS AFTER:

(1) THE OCCURRENCE OF THE ALLEGED ACT THAT IS THE BASIS FOR THE GRIEVANCE; OR

(2) THE EMPLOYEE FIRST KNEW OR REASONABLY SHOULD HAVE KNOWN OF THE ALLEGED ACT THAT IS THE BASIS FOR THE GRIEVANCE.

REVISOR'S NOTE: This section is new language derived without substantive change from the second sentence of former Art. 64A, § 54(a)(1) and the first sentence of § 55(a).

The former reference to a grievance starting with a "complaint or request" is deleted as inconsistent with § 10-105 of this subtitle, which requires the Secretary to provide for forms for initiating a grievance.

Defined term: "Grievance" § 10-101

10-207. STEP ONE: INITIATION OF GRIEVANCE PROCEEDING.

(A) INITIATION.