

[(c)] (3) [The] SUBJECT TO THE LIMITATIONS IN TITLE 14, SUBTITLE 2 OF THIS ARTICLE, AN appointing authority shall carry out a back pay order issued under this [section] SUBSECTION.

[10-301.] 12-403.

On conclusion of each step of a grievance proceeding, a copy of the grievance and its disposition shall be given to the grievant ~~or~~ AND the grievant's representative ~~or both~~.

[10-302.] 12-404.

[Similar grievances may be consolidated and processed in a single proceeding.]

(A) AN APPOINTING AUTHORITY, THE HEAD OF A PRINCIPAL UNIT, OR THE SECRETARY MAY CONSOLIDATE MULTIPLE GRIEVANCES FILED BY ONE EMPLOYEE AND PROCESS THE GRIEVANCES IN A SINGLE PROCEEDING.

(B) IF THE GRIEVANTS AGREE, AN APPOINTING AUTHORITY, THE HEAD OF A PRINCIPAL UNIT, OR THE SECRETARY MAY ~~THE~~ CONSOLIDATE SIMILAR GRIEVANCES AND PROCESS THE GRIEVANCES TOGETHER IN A SINGLE PROCEEDING.

(C) THE OFFICE OF ADMINISTRATIVE HEARINGS MAY CONSOLIDATE AND PROCESS IN A SINGLE PROCEEDING MULTIPLE GRIEVANCES FILED BY ONE EMPLOYEE OR SIMILAR GRIEVANCES FILED BY MORE THAN ONE GRIEVANT.

[10-304.] 12-405.

[(a) On the informal presentation of a grievance or the initiation of a grievance proceeding, an employee designated as a grievant's representative may not lose pay for investigating, processing, or testifying at any stage of the grievance proceeding.]

(A) A GRIEVANT AND THE GRIEVANT'S REPRESENTATIVE SHALL BE GIVEN REASONABLE TIME DURING WORK TO INVESTIGATE AND PROCESS THE GRIEVANCE AND TO PARTICIPATE AT ANY CONFERENCE OR HEARING RELATING TO THE GRIEVANCE.

(b) An employee shall be granted release time from the employee's normal work schedule to attend a grievance conference or hearing as a witness.

(c) Expenses incurred in connection with attendance by an employee at grievance conferences or hearings, whether as a grievant, as a grievant's representative, or as a witness, shall be borne by that employee's unit.