



Fort Lauderdale Professional Firefighters, Inc.
I.A.F.F. Local 765

GRIEVANCE FORM

| | |
|---|--|
| Date: 12-14-18 | Grievance: 18-03 |
| Class Action Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Contract Violation (Article & Section): |
| Filed at Step 3 (Local only) Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Rank & File – Article 13, Sec 1.4 and 1.5 |
| Member Filing (Step 1) Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Battalion Chief – Article 10, Sec 1.4 and 1.5 |

Part I: Grievant(s) Information

| | | |
|---|------------------------------|---|
| Member(s) Name: IAFF LOCAL 765 Class Action | | |
| | | |
| If multiple members, is Div. Chief the same: | Yes <input type="checkbox"/> | No <input type="checkbox"/> N/A <input checked="" type="checkbox"/> |

If you are filing a grievance on your own behalf, complete this form and submit it to your Battalion Chief within 10 working days of the dispute/violation. Submit this form to a Division Chief if you do not report directly to a Battalion Chief.

1. Statement / Circumstances of the grievance?
(Be very specific with all information.)

A. Date (When did this action or situation happen?):

12-14-18

B. Specific action or situation. Describe details of the grievance. (Use attachment(s) if necessary)

Article 13, Sections 1.4 and 1.5 of the Rank and File Agreement, and Article 10, Sections 1.4 and 1.5, of the Battalion Chiefs Agreement have been violated by the City. Those provisions require that the City publish a Classification and Compensations Study and then adjust wages to the 75th percentile effective the first full pay periods of both October 2017 and October 2018. The City has adopted and published a Classification and Compensation Study but failed to adjust the wages of its employees effective either October 2017 or 2018.

The grievance is being filed at Step 3 of the grievance procedure pursuant to Article 7 3K of the Rank and File and Article 37 3J of the Battalion Chief Collective Bargaining Agreements. The grievance involves a matter covered by provisions of the Agreements, the interpretation or applications of those provisions and does not seek to add to or subtract from any provision of the Agreements. The grievance applies to every employee in each of the two bargaining units represented by Local 765.

2. What do you feel is the resolution to the grievance? *(Provide a remedy or adjustment sought.)*

As a remedy to this grievance, Local requests that the City immediately adjust wages in accordance with the provisions cited above, effective with the first payroll periods of October 2017 and October 2018. Further, Local 765 requests that all employees in both bargaining units be made whole for all lost wages, benefits and any other damages suffered as a result of the Cities failure to abide by the Agreements.

Signatures:

Grievant(s): IAFF Local 765 Class Action

Date: 12-14-18

Union Representative: Mike Salzano – Vice President

Date: 12-14-18



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GRIEVANCE FORM

Part II: To be completed by Management Personnel

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Step 3: Fire Chief

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| Name: Rhoda Mae Kerr | Date Grievance Received: 12/14/18 |
| Hearing Date: | |
| Answer: This is not in my purview to resolve. Denied | |
| Fire Chief Signature: RM Kerr | Date Answer Given: 12/17/18 |
| Union Rep Signature: | Date Received by Rep: |

Step 4: Employee Relations Director

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| Name: | Date Grievance Received: |
| Hearing Date: | |
| Answer: | |
| Director Signature: | Date Answer Given: |
| Union Rep Signature: | Date Received by Rep: |

Arbitration

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|-----------------------------|--------------------|
| Date Arbitration Requested: | Received by City : |
| Date of Arbitration: | |
| Arbitrators Award: | |