

RESOLUTION NO. 20

TO THE IOWA COUNTY BOARD OF SUPERVISORS:

WHEREAS, Iowa County does not have a written policy on attendance at grievance arbitration hearings, and

WHEREAS, the Iowa County Personnel Committee felt it necessary to recommend the following policy:

IOWA COUNTY POLICY ON GRIEVANCE HEARINGS

Any employee who files a grievance and proceeds through Steps 1-3 of the Grievance Procedure as spelled out in the union contract and is not satisfied with the outcome of the grievance may request an arbitration hearing. If advancing to a grievance hearing, the grievant shall abide by the following policy:

Either party may request within ten (10) working days that the dispute be submitted to arbitration. If the hearing is held during the grievant's working day, he or she shall not be paid for being present at the hearing, unless he or she takes vacation time or personal holiday time for the hours absent from employment. Any witnesses called in behalf of the grievant shall also be required to take vacation time or personal holiday time if they intend to be paid for the time spent at the hearing.

The above policy is effective immediately.

Dated this 20th day of December, 1994

Respectfully submitted:

Thomas Sault

Nina McGuire

Jessie Lantz

Paul Dunkelmeyer

Vincent Rimmer

 IOWA COUNTY PERSONNEL COMMITTEE