

Parma Professional Fire Fighters Association

LOCAL 639

International Association of Fire Fighters

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P.O.Box 347150 - Parma, Ohio 44134-7150
Phone: (440) 885-1217

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Grievance 2020-5

June 30, 2020

Tom Weinreich
Safety Director
City of Parma
6611 Ridge Road
Parma, Ohio 44129

Safety Director Weinreich,

Please accept this as a group grievance filed on behalf of all members of Local 639. It is being filed at Step 3 because it involves a direct financial loss to all members of Local 639. The articles we are referring to are, Article 25 and Appendix A sub-section C; Article 12, 12.01; and any other applicable Article violated.

On June 30, 2020, I received written notice from the City's labor attorney, Pat Hoban, (you were also cc'd on), that the City, effective as of the July 16, 2020 pay, is reducing the regular pay of every Local 639 bargaining unit member to avoid paying the 27th pay period owed for 2020. The City's unilateral change to a purported "salary" pay method and the unilateral reduction in pay is in violation of the Collective Bargaining Agreement, is in violation of the City's pay practices for over thirty years, and is contrary to the pay the City budgeted for 2020 and previously represented it would pay in 2020.

For resolve, all Local 639 bargaining unit members must be made whole by reimbursement of the wages taken by the City and interest paid on the wages owed. Should the City require Local