



COUNTY OF DANE

DEPARTMENT OF ADMINISTRATION
Room 425 City-County Building
210 Martin Luther King Jr. Blvd.
Madison, WI 53703-3342
Phone: (608) 266-4941
Fax: (608) 266-4425 TTY WI Relay 711

GREG BROCKMEYER
DIRECTOR OF ADMINISTRATION

December 21, 2020

Derek Wallace
Employee Group #720

RE: Grievance No. 20200903 – Loss of SharePoint Calendar

Dear Mr. Wallace:

A third step hearing was held on December 8, 2020. Linda Ramirez has summarized the primary arguments of each of the parties below:

Employee Group #720:

Derek Wallace presented.

- On September 3rd, we received notification that our access to the SharePoint system was being revoked. The calendar within the SharePoint system is what's at stake here and the focus of the grievance.
- The Economic Support Specialist (ESS) have had access to this software since 2013. The system allows ESS workers to send their own time off requests, see current capacity and learn how close the capacity is to reaching that limit.
- It's an existing benefit/amenity that's not specifically written in the Employee Benefit Handbook. However, it's related to hours and conditions and employment (specifically vacation selection).
- Handling time off requests through email communication has the potential to cause confusion. Through SharePoint, we can see and possibly switch time.
- Any modification to access SharePoint needs to go through the proper access like meet and confer process. We request that access be restored and maintain the information within and then go through the proper process.

Management:

Tony Sis presented.

- The employee group is referencing existing amenities with regards to SharePoint. Existing benefits are health and dental insurance. A condition of employment that both employee and employer agree to are breaks, clothes, and other.
- Software is not an existing benefit and this grievance is stretching the definition beyond any interpretation.
- There has been no violation of seniority and at this time we do not have any members with seniority that have been denied.

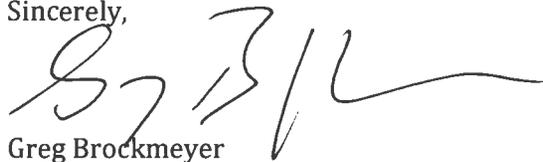
- Employees get an email confirming they are approved. There's never been a specific tool and other counties work well without SharePoint.
- The actions of the Employee Group negate the rights of management well beyond the letter and intent.

Decision

The grievance is denied. The use of a software program and the ability of employees to see other employees work schedules online is not an existing benefit. Management did not designate SharePoint as a mechanism by which employees would select vacation or otherwise exercise their benefits under the Employee Benefit Handbook. Instead, supervisors and managers used it to determine how many staff would be allowed off consortium-wide at a pre-determined percentage of ESS staff depending on the day. As a result, management has the right to plan, direct and control the operation of the work force.

If you have any questions, you may contact me at (608) 266-4519.

Sincerely,



Greg Brockmeyer
Director of Administration

Cc: Sunny Kurhajetz
Shawn Tessmann
Tony Sis
Nikia Morton
Neil Rainford