

## MUMS/2000 Grievance Category Codes & Descriptions

<b>11.00</b>	<b>RECOGNITION</b>	17.51	NATIONAL ORIGIN DISCRIMINATION
11.10	Union/Company Relations	17.52	HANDICAPPED DISCRIMINATION
11.20	Inter-Union Disputes	17.53	VETERAN DISCRIMINATION
11.30	Past Practices	17.60	DUTY OF FAIR REPRESENTATION
<b>12.00</b>	<b>COLLECTIVE BARGAINING</b>	<b>18.00</b>	<b>FEDERAL/STATE LAWS</b>
12.10	Collective Bargaining Meetings	18.10	NATIONAL LABOR RELATIONS ACT '47
12.20	Collective Bargaining Data	18.20	UNEMPLOYMENT COMPENSATION
12.30	Collective Bargaining Procedures	18.30	WORKERS COMPENSATION
<b>13.00</b>	<b>DEFINITIONS</b>	18.40	FAIR LABOR STANDARDS ACT
13.10	Intent & Meaning of Definition	18.50	OTHER FEDERAL LAWS
13.20	Application of Definition	18.60	OTHER STATE LAWS
13.30	Hours of Work/Tours Definitions	18.70	OTHER LOCAL LAWS
13.40	Wage Rates Definitions	18.80	LABOR MGMT/REPT/DISCLOSE ACT '55
13.50	Type of Employees Definitions	18.90	CIVIL RIGHTS ACT 1964
13.60	Bargaining Unit Definitions	<b>21.00</b>	<b>TITLES/CLASSIFICATIONS</b>
<b>14.00</b>	<b>UNION ACTIVITIES</b>	21.10	CURRENT TITLES/CLASSIFICATIONS
14.10	Authorized Union Representatives	21.20	NEW JOB TITLES
14.11	Access To Premises	21.30	UPGRADING OF POSITIONS
14.12	Promotion/Transfer	21.40	RECLASSIFICATIONS
14.20	Bulletin Boards	21.50	GREEN CIRCLE
14.30	Activities on Compny Premises	<b>22.00</b>	<b>HOURS OF WORK/WORK SCHEDULES</b>
14.31	Organizing	22.10	HOURS OF WORK
14.32	Voter Registration	22.11	NORMAL WORKWEEK
14.33	Fund Raising	22.12	ASSIGNED TOURS
14.34	Distribution of Literature	22.13	MISC TOURS
14.40	WORK STOPPAGES	22.20	POSTING SCHEDULES
14.41	STRIKE	22.30	MEAL/RELIEF PERIODS
14.42	PICKET LINES	22.40	WORK OUTSIDE OF SCHEDULE
14.43	BUSINESS INTERRUPTIONS	22.41	REQUIREMENT TO WORK OVERTIME
14.44	NO STRIKE CLAUSE	22.42	EQUALIZATION OF OVERTIME
14.50	TIME OFF FOR UNION BUSINESS	22.50	OFF DUTY ROTATION
14.51	REQUEST FOR TIME OFF	<b>23.00</b>	<b>BASIS OF PAY</b>
14.52	RESUMING WORK AFTER TIME OFF	23.10	STARTING PAY
14.53	LEAVE-ABSENCE FOR UNION BUSINESS	23.11	WAGE EXPERIENCE CREDIT
14.60	USE OF COMPANY FACILITIES	23.12	WAGE EXPERIENCE - VETERANS
<b>15.00</b>	<b>UNION SECURITY</b>	23.13	WAGE EXPERIENCE - OTHER COMPANIE
15.10	AGENCY SHOP	23.20	BASIC WAGE RATES
15.11	MODIFIED AGENCY SHOP	23.30	WAGE PROGRESSION
15.12	CONDITION OF EMPLOYMENT	23.40	MERIT CHANGES
15.20	CONTRACT DISTRB OR PRESENTATION	23.50	COST OF LIVING
15.30	JURISDICTION OF LOCALS	23.60	PREMIUM PAYMENT
<b>16.00</b>	<b>COLLECTION OF DUES</b>	23.70	COMMISSIONS/INCENTIVE PAYMENTS
16.10	DEDUCTION AUTHORIZATION	23.71	DIRECTORY SALES
16.20	DEDUCTION CANCELLATION	23.80	DOWNGRADES
16.30	PAYMENT TO UNION OF DUES	<b>24.00</b>	<b>DIFFERENTIALS/ALLOWS &amp; PAYMENTS</b>
16.40	FAILURE TO MAKE DEDUCTION	24.10	WORK ON NON-SCHEDULED TIME/DAYS
16.50	OTHER FEES	24.11	CALL-OUT PAYMENTS
<b>17.00</b>	<b>DISCRIMINATION</b>	24.12	OVERTIME PAYMENTS
17.10	CMPY DISCRM FOR UNION MEMBERSHIP	24.20	SHIFT/TOUR DIFFERENTIALS
17.20	SEX DISCRIMINATION	24.30	MEALS/BOARD/LODGING
17.30	AGE DISCRIMINATION	24.40	MILEAGE/TRAVEL EXPENSE
17.40	RACE DISCRIMINATION	24.50	SUNDAY DIFFERENTIALS
17.50	OTHER DISCRIMINATION	24.60	HEAD/SENIOR DUTIES

24.70	MISC EXPENSES/ALLOWANCE	33.50	EDUCATION LEAVE
24.71	SPECIAL CITY ALLOWANCES	33.60	REINSTATEMENT AFTER LEAVE
24.72	SPECIAL HOLIDAY WORK	<b>34.00</b>	<b>HOLIDAYS</b>
24.73	TEMPORARY ASSIGNMENT ALLOWANCES	34.10	HOLIDAY ELIGIBILITY
24.74	EDUCATIONAL ALLOWANCES	34.20	HOLIDAYS OBSERVED
24.75	COMMUNITY SERVICE	34.30	HOLIDAYS ON WEEKENDS
24.76	JURY DUTY OR TIME TO VOTE	34.40	HOLIDAYS ON TIME OFF
24.77	BEREAVEMENT ALLOWANCE	34.50	HOLIDAY PAY
<b>25.00</b>	<b>NON-REGULAR EMPLOYEES</b>	<b>35.00</b>	<b>VACATIONS</b>
25.10	PART-TIME EMPLOYEES	35.10	ELIGIBILITY FOR VACATIONS
25.20	TEMPORARY EMPLOYEES	35.20	VACATION PAY
25.30	OCCASIONAL EMPLOYEES	35.21	PAYMENT IN LIEU OF VACATION
25.40	REGULAR-LIMITED TERM EMPLOYEES	35.30	VACATION SCHEDULES
<b>26.00</b>	<b>TEMPORARY ASSIGNMENTS</b>	35.31	DAY-AT-A-TIME VACATION
26.10	TEMP ASSIGN - IN HIGHER POSITION	35.32	VACATION CARRYOVER
26.20	TEMP ASSIGN AWAY FROM REG WORK	35.40	VACATION CONFLICTS
26.30	LOAN TO ANOTHER BARGAINING UNIT	35.41	HOLIDAY/VACATION CONFLICT
26.40	MANAGEMENT/SUPERVISOR ASSIGNMENT	35.42	ILLNESS/VACATION CONFLICT
<b>27.00</b>	<b>WORKING CONDITIONS</b>	<b>36.00</b>	<b>RETIREMENT/PENSION BENEFITS</b>
27.10	SUPERVISORY MONITORING	36.10	SAVINGS PLANS
27.20	WORKING LOCATIONS	36.20	RETIREMENT
27.30	SAFETY	36.30	PENSION
27.40	SANITATION	36.31	SERVICE PENSION
27.50	WEATHER	36.32	DISABILITY PENSION
27.60	SECURITY	36.33	PENSION PENALTIES
27.70	QUALITY OF WORK LIFE/HARRASEMENT	36.34	PENSION SURVIVOR BENEFITS
27.80	QUOTAS/EVALUATIONS	36.35	PENSION INCREASES
<b>28.00</b>	<b>EQUIPMENT USAGE</b>	<b>37.00</b>	<b>MEDICAL BENEFITS</b>
28.10	MOTOR VEHICLE USAGE PROGRAM	37.10	ELIGIBILITY FOR MEDICAL BENEFITS
28.20	COMPANY MOTOR VEHICLE	37.20	DISABILITY BENEFITS
28.30	OWN MOTOR VEHICLE	37.30	DEATH BENEFITS
28.40	COMPANY TOOLS	37.40	MEDICAL PLAN
28.50	OWN TOOLS	37.41	ACCIDENT - MEDICAL PLAN
<b>29.00</b>	<b>WORK PERFORMED W/ BARGAIN UNIT</b>	37.42	SICKNESS - MEDICAL PLAN
29.10	WORK PERFORMED OUT OF TITLE	37.43	EXTENDED MEDICAL COVERAGE
29.11	WORK PERFD OUT OF TITLE - TECH	37.44	DENTAL COVERAGE
29.12	WORK PERFD OUT OF TITLE - CLERK	37.45	OPTICAL COVERAGE
29.13	WORK PERFD OUT OF TITLE - OTHER	37.46	HEALTH COST CONTAINMENT
<b>31.00</b>	<b>EXCUSED WORK DAYS</b>	37.50	LIFE INSURANCE
31.10	ELIGIBILITY - EXCUSED WORK DAYS	37.60	CHEMICAL DEPENDENCY PROGRAMS
31.20	SCHEDULING - EXCUSED WORK DAYS	<b>38.00</b>	<b>RECORDS</b>
31.30	PAYMENTS - EXCUSED WORK DAYS	38.10	INSPECTION OF EMPLOYEE RECORDS
<b>32.00</b>	<b>ABSENCES</b>	38.20	ITEMS PUT IN EMPLOYEE RECORDS
32.10	NOTIFICATION OF ABSENCES	38.30	REPORT OF EMPLOYEE DATA TO UNION
32.20	DEATH IN FAMILY	<b>41.00</b>	<b>SENIORITY</b>
32.30	ILLNESS - ABSENCES	41.10	SENIORITY - ASSIGNMENT TOURS
32.40	JURY DUTY	41.20	SENIORITY - VACATION
32.50	ABSENCES CONTROL PLAN	41.30	SENIORITY - PROMOTION
<b>33.00</b>	<b>LEAVES</b>	41.40	SENIORITY - TRAINING
33.10	EMERGENCY LEAVE	<b>42.00</b>	<b>PROMOTIONS &amp; JOB VACANCIES</b>
33.20	SICK LEAVE	42.10	NOTICE OF JOB OPENINGS
33.30	MILITARY LEAVE	42.20	JOB BIDDING
33.40	MATERNITY LEAVE	42.30	WAGE TREATMENT - PROMOTION
33.41	PATERNITY LEAVE	42.40	TESTING FOR PROMOTION
33.42	ADOPTION LEAVE	42.50	RETREATS - PROMOTION

**43.00 TRANSFERS**

- 43.10 WAGE TREATMENT - TRANSFERS
- 43.20 INVOLUNTARY TRANSFER
- 43.30 MOVING EXPENSES - TRANSFER
- 43.40 RETREATS - TRANSFER
- 43.50 BYPASS - TRANSFER

**44.00 REEMPLOYMENT**

- 44.10 REHIRE SEQUENCE
- 44.20 NOTIFICATIONS OF REEMPLOYMENT

**45.00 FORCE ADJUST/LAYOFF/TECH CHANGE**

- 45.10 RPPP - REASSIGN PAY PROTECT PLAN
- 45.20 SIPP - SUPP INCOME PROTECT PLAN
- 45.30 VIPP - VOL INCOME PROTECTION PLA
- 45.40 FORCE ADJUSTMENT
- 45.41 NOTICE OF FORCE ADJUSTMENT
- 45.42 PROCEDURES FOR FORCE ADJUSTMENT
- 45.43 RETENTION - FORCE ADJUSTMENT
- 45.44 RELOCATION - FORCE ADJUSTMENT
- 45.50 FORCED RETIREMENT
- 45.60 TERMINATION PAY
- 45.70 LAYOFF PROCEDURES
- 45.80 COMMITTEES
- 45.81 COMMON INTEREST FORUM COMMITTEE
- 45.82 TECHNOLOGICAL CHANGE COMMITTEE

**46.00 TRAINING/RETRAINING**

- 46.10 PERSONAL/CAREER DEVELOPMENT
- 46.20 JOB DISPLACEMENT TRAINING
- 46.30 TESTING - TRAINING

**47.00 CONTRACTING**

- 47.10 WORK CONTRACTED OUT
- 47.11 WORK CONTRACTED OUT - TECHNICAL
- 47.12 WORK CONTRACTED OUT - CLERICAL
- 47.13 WORK CONTRACTED OUT-OTHER
- 47.20 WORK DONE BY RELATED COMPANY

**48.00 WORK PERFD OUT OF BARGAINING UNIT**

- 48.10 WORK DONE BY MANAGEMENT
- 48.20 WORK DONE BY OTHERS
- 48.30 WORK DONE BY HIGHER PAY

**51.00 TERMINATION**

- 51.10 ATTENDANCE
- 51.11 ABSENCE FROM WORK
- 51.12 TARDINESS
- 51.13 REFUSAL TO RETURN FROM LEAVE
- 51.14 ABUSE OF RELIEF/LUNCH PERIODS
- 51.15 LOAFING/LEAVING EARLY
- 51.20 MISCONDUCT ON DUTY
- 51.21 FIGHTING/PROFANITY
- 51.22 DISCOURTESY
- 51.23 DISHONESTY/THEFT
- 51.24 DISLOYALTY/MOONLIGHTING/SABOTAGE
- 51.25 FALSIFYING RECORDS
- 51.26 INTOXICATION
- 51.30 WORK PERFORMANCE
- 51.31 INCOMPETENCE/LACK OF RESPONSIBLE
- 51.32 INSUBORDINATION

- 51.33 REFUSAL TO ACCEPT JOB ASSIGNMENT
- 51.34 COMPANY RULES/SAFETY/APPEARANCE
- 51.35 ACCIDENT RECORD
- 51.36 UNAUTHORIZED USE COMPANY EQUIP
- 51.37 USE OF UNAUTHORIZED EQUIPMENT
- 51.40 INABILITY TO PERFORM WORK
- 51.41 FAILURE TO PASS TESTS/SCHOOLS
- 51.42 LOSS OF WORK ESSENTIAL
- 51.43 HEALTH/PHYSICAL REASONS
- 51.50 MISCONDUCT OFF DUTY
- 51.51 CRIMINAL PROSECUTION/CONVICTION
- 51.60 PARTICIPATION IN STRIKE
- 51.61 SLOWDOWNS
- 51.62 INSTIGATING/INCITING STRIKE
- 51.63 MISCONDUCT DURING STRIKE
- 51.64 REFUSAL TO CROSS PICKET LINES
- 51.70 MOTOR VEHICLE ACCIDENT
- 51.80 MISCELLANEOUS
- 51.81 ATTACHMENT/GARNISHMENT WAGES
- 51.82 FORCED RESIGNATION/RETIREMENT
- 52.00 SUSPENSION**
- 52.10 ATTENDANCE
- 52.11 ABSENCE FROM WORK
- 52.12 TARDINESS
- 52.13 REFUSAL TO RETURN FROM LEAVE
- 52.14 ABUSE OF RELIEF/LUNCH PERIODS
- 52.15 LOAFING/LEAVING EARLY
- 52.20 MISCONDUCT ON DUTY
- 52.21 FIGHTING/PROFANITY
- 52.22 DISCOURTESY
- 52.23 DISHONESTY/THEFT
- 52.24 DISLOYALTY/MOONLIGHTING/SABOTAGE
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- 52.50 MISCONDUCT OFF DUTY
- 52.51 CRIMINAL PROSECUTION/CONVICTION
- 52.60 PARTICIPATION IN STRIKE
- 52.61 SLOWDOWNS
- 52.62 INSTIGATING/INCITING STRIKE
- 52.63 MISCONDUCT DURING STRIKE
- 52.64 REFUSAL TO CROSS PICKET LINES
- 52.70 MOTOR VEHICLE ACCIDENT
- 52.80 MISCELLANEOUS

52.81 ATTACHMENT/GARNISHMENT WAGES  
52.82 FORCED RESIGNATION/RETIREMENT  
**53.00 DEMOTION**  
53.10 ATTENDANCE  
53.11 ABSENCE FROM WORK  
53.12 TARDINESS  
53.13 REFUSAL TO RETURN FROM LEAVE  
53.14 ABUSE OF RELIEF/LUNCH PERIODS  
53.15 LOAFING/LEAVING EARLY  
53.20 MISCONDUCT ON DUTY  
53.21 FIGHTING/PROFANITY  
53.22 DISCOURTESY  
53.23 DISHONESTY/THEFT  
53.24 DISLOYALTY/MOONLIGHTING/SABOTAGE  
53.25 FALSIFYING RECORDS  
53.26 INTOXICATION  
53.30 WORK PERFORMANCE  
53.31 INCOMPETENCE/LACK OF RESPONSIBLE  
53.32 INSUBORDINATION  
53.33 REFUSAL TO ACCEPT JOB ASSIGNMENT  
53.34 COMPANY RULES/SAFETY/APPEARANCE  
53.35 ACCIDENT RECORD  
53.36 UNAUTHORIZED USE COMPANY EQUIP  
53.37 USE OF UNAUTHORIZED EQUIPMENT  
53.40 INABILITY TO PERFORM WORK  
53.41 FAILURE TO PASS TESTS/SCHOOLS  
53.42 LOSS OF WORK ESSENTIAL  
53.43 HEALTH/PHYSICAL REASONS  
53.50 MISCONDUCT OFF DUTY  
53.51 CRIMINAL PROSECUTION/CONVICTION  
53.60 PARTICIPATION IN STRIKE  
53.61 SLOWDOWNS  
53.62 INSTIGATING/INCITING STRIKE  
53.63 MISCONDUCT DURING STRIKE  
53.64 REFUSAL TO CROSS PICKET LINES  
53.70 MOTOR VEHICLE ACCIDENT  
53.80 MISCELLANEOUS  
53.81 ATTACHMENT/GARNISHMENT WAGES  
53.82 FORCED RESIGNATION/RETIREMENT  
**54.00 WARNINGS**  
54.10 ATTENDANCE  
54.11 ABSENCE FROM WORK  
54.12 TARDINESS  
54.13 REFUSAL TO RETURN FROM LEAVE  
54.14 ABUSE OF RELIEF/LUNCH PERIODS  
54.15 LOAFING/LEAVING EARLY  
54.20 MISCONDUCT ON DUTY  
54.21 FIGHTING/PROFANITY  
54.22 DISCOURTESY  
54.23 DISHONESTY/THEFT  
54.24 DISLOYALTY/MOONLIGHTING/SABOTAGE  
54.25 FALSIFYING RECORDS  
54.26 INTOXICATION  
54.30 WORK PERFORMANCE  
54.31 INCOMPETENCE/LACK OF RESPONSIBLE

54.32 INSUBORDINATION  
54.33 REFUSAL TO ACCEPT JOB ASSIGNMENT  
54.34 COMPANY RULES/SAFETY/APPEARANCE  
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54.36 UNAUTHORIZED USE COMPANY EQUIP  
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54.63 MISCONDUCT DURING STRIKE  
54.64 REFUSAL TO CROSS PICKET LINES  
54.70 MOTOR VEHICLE ACCIDENT  
54.80 MISCELLANEOUS  
54.81 ATTACHMENT/GARNISHMENT WAGES  
54.82 FORCED RESIGNATION/RETIREMENT  
**61.00 CONTRACT ADMINISTRATION**  
61.10 UNION/COMPANY MEETINGS  
61.11 REPRESENTATION AT DISCIPL MEETING  
61.12 MEETINGS OTHER THAN PROCESS GRIE  
61.20 CONTRACT TABLES  
61.30 CONTRACT WAIVER/MODIFICATIONS  
61.40 RETROACTIVITY OF CONTRACT TERMS  
**62.00 GRIEVANCE PROCEDURE**  
62.10 GRIEVANCE STEP DEFINITIONS  
62.20 PROVIDING NECESSARY INFO - GRIEV  
62.30 PROCESSING WRITTEN GRIEVANCES  
62.40 TIME LIMITS FOR GRIEVANCES  
62.50 PARTICIPATION AT GRIEVANCE STEPS  
62.51 PAYMENTS TO UNION REPS/GRIEVANCE  
62.52 PAYMENTS TO AGGRIEVED EMPLOYEES  
**63.00 ARBITRATION PROCEDURE**  
63.10 NOTIFICATIONS OF ARBITRATION  
63.20 SELECTION OF ARBITRATORS  
63.30 IMPLEMENT OF ARBITRATION DECISIONS  
**64.00 EXPEDITED ARBITRATION**  
64.10 PROCEDURES - EXPEDITED ARB  
64.20 TIME LIMITS - EXPEDITED ARB  
**65.00 DURATION OF AGREEMENT**  
65.10 VALIDITY OF AGREEMENT  
65.20 TERM'D NOTIFICATION OF AGREEMENT  
**95.00 UNDECIDED AS YET BY STAFF**