



Maryland Classified Employees Association, inc.

Another MCEA Member Celebrates Victory With MCEA Representation

MCEA Represents Case Worker and Wins His Annual Leave Time Back and Wipes His Personnel Record Clean (June 26, 2009)



An employee with the Baltimore City Department of Social Services was issued a written reprimand in June 2008 for alleged inaccurate and inefficient data record keeping and was also charged with failure to comply with a supervisor's directive and given a loss of leave day for insubordination on the job. So MCEA's Labor Relations Specialist Mike Keeney stepped in and pursued avenues through the appeal process. Mr. Keeney zealously represented the employee before the Office of Administrative Hearings, securing yet another victory for one of our members.

An Administrative Law Judge with the Office of Administrative Hearings rendered a decision and agreed that DSS had not established the employee was negligent or inefficient with regard to entering data into the computer system. DSS also hadn't established the employee was insubordinate with regard to disregarding a supervisor's directive, for he was prematurely and untimely disciplined, and there was no underlying legal basis upon which to sanction the employee. So the judge ordered that the written reprimand be reversed and expunged from his personnel record, and his lost leave was restored back to him.

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