

MCEA REPRESENTATION IS AT YOUR FINGERTIPS

Two MCEA Members Celebrate Victories!



MCEA Represents Case Worker and Wins Her Job Back! (March 18, 2009)

Margaret Schaeffer, Family Services Case Worker II with the Department of Social Services, was out on approved sick leave and FMLA in December 2007 and January 2008. Notwithstanding this fact, in February 2008, while still out sick, her employer sent her a certified letter advising that she was considered to have resigned her position for an alleged failure to provide notice of the reasons for her absence and of her intent to return to work - she was no longer a state employee! MCEA's Labor Relations Specialist

Mike Keeney, along with Legal Counsel Hillary Galloway Davis, pursued all avenues through the grievance process and ultimately represented Ms. Schaeffer before the Office of Administrative Hearings. Following her hearing, Administrative Law Judge Yolanda L. Curtin rendered a decision in which she agreed that DSS was not entitled to remove Ms. Schaeffer and ordered that the resignation be rescinded and she be restored to her position with all back pay and benefits that were lost during that time. Any records of her termination were also ordered expunged from her personnel file. Ms. Schaeffer remarked, "I can't begin to put into words how grateful I am with MCEA and their level of commitment and compassion with my case. They were just like family to me, striving to find justice for me as if I was one of their very own, coming from their heart. Mr. Keeney was relentless to find justice and Hillary Galloway Davis picked up all the pieces of the puzzles to the very end and was out of this world! They made a dynamic team!" Legal representation as a member of MCEA sure does pay off when you need it most!

Case Management Specialist Wins Her Case and Is Awarded Back Pay With MCEA Representation! (April 3, 2009)

A Case Management Specialist from the Department of Juvenile Services filed an appeal in April 2008, challenging a disciplinary demotion from Case Management Specialist III to Case Management Specialist II. MCEA's Legal Counsel Hillary Galloway Davis once again took action and represented the employee before the Office of Administrative Hearings. After a contested case hearing and written motions filed by MCEA, the Administrative Law Judge agreed that DJS had not established cause for imposing disciplinary action against the employee, and further, that DJS had not shown that they considered mitigating circumstances. The employee was ultimately ordered reinstated back to the position of Case Management Specialist III, and was also ordered to receive all back pay and benefits that were lost as a result of the illegal demotion. It pays to have MCEA on your side!



MCEA...Our Most Important Job Is Yours!

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