

# ***MCEA REPRESENTATION AT YOUR FINGERTIPS***

## **MCEA Member Celebrates Victory**



### **MCEA Represents HR Worker and Wins Her Comp Time!** *(January 5, 2010)*

On January 5, 2010, Renee Collins Small, an employee of the Department of Human Resources, won her case with MCEA representation. She was transferred from Howard County's HR office to Baltimore County's HR office and had accrued comp leave that she accurately kept track of to date. However, her agency's computation of her comp leave was different than hers, and she knew what they calculated was incorrect.

So Renee filed a grievance with MCEA and allowed Labor Relations Specialist Mr. Michael Keeney to step in and professionally represent her. Due to her meticulous record keeping of her own comp time, she proved the agency made the error and the system was incorrect. Her own record keeping proved correct.



As a result, Renee was awarded a total of 279.45 hours of comp leave, of which 132 hours could be used whenever she wanted as COE comp leave. The rest has to be used within one year.

Renee exclaims, "It took me a long time to finally get restitution and a final resolution with my agency for my correct comp time leave balance, and I went through every step I could and was disregarded. Well thank goodness I am an MCEA member! Mr. Keeney handled my case very professionally, and I am so relieved I won and can now put this last chapter to rest. I am so glad and fortunate to be an MCEA member!"

Mr. Keeney stated, "Thanks to Renee's own responsibility and accurate record keeping on the job, I was able to represent her with ease and present an excellent case."

***MCEA...Our Most Important Job Is Yours!***

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