



MANITOWOC PROFESSIONAL FIREFIGHTERS

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

LOCAL 368 AFL-CIO, CLC

P.O. Box 368, MANITOWOC, WI 54221-0368

February 7, 2024

Personnel Committee:

Pursuant to Art. 7, Sec. 2 of the parties' contract, Local 368 appeals the decision of the Chief dated January 31, 2024, denying the Union's grievance of the Department's unilateral elimination of the Captain position, as well as the Department's unilateral elimination of the Acting Captain's pay for employees performing Captain duties.

The Union has met with administration on multiple occasions seeking to continue Acting Captain pay for the employees performing Captain duties and keeping Captain Grissom at the pay rate of Captain.

Among the Union's reasons for this grievance, the employees eligible for Acting Captain's pay will be performing the same job duties after the elimination of the Acting Captain pay (scheduled for 2/25/24) as they were before its elimination. The Union and its legal counsel feel the elimination of the position and elimination of Acting Captain's Pay are mandatory subjects of bargaining. The Department's decisions to unilaterally do away with both, violate the contract.

I look forward to discussing the issue further in detail if the committee feels the need or want to meet in person.

Sincerely,

L368 President

Ben Molnar