

Ordinance No. 120936

Council Bill No. 114322

The City of Seattle
Council Bill/Ordinance

AN ORDINANCE retitling and amending
Seattle Municipal Code Section 4.04.240,
Intradepartmental Grievance Procedure, to
clarify its application to non-represented
and represented employees.

00 Pass 2-02

9-23-02 P

CF No. _____

Date Introduced: <u>9-16-02</u>		
Date 1st Referred: <u>9-16-02</u>	To: (committee) <u>Finance, Budget, Business & Labor</u>	
Date Re - Referred:	To: (committee)	
Date Re - Referred:	To: (committee)	
Date of Final Passage: <u>9-23-02</u>	Full Council Vote: <u>9-0</u>	
Date Presented to Mayor: <u>9-24-02</u>	Date Approved: <u>10/2/02</u>	
Date Returned to City Clerk: <u>10/3/02</u>	Date Published:	T.O. _____ P.T. _____
Date Vetoes by Mayor:	Date Veto Published:	
Date Passed Over Veto:	Veto Sustained:	

This file is complete and ready

Law Department

Law Dept. Review

The City of Seattle - Legislative Department

Council Bill/Ordinance sponsored by: _____

Jan Pease
Councilmember

Committee Action:

Do Pass 2-0 JD, NL

9-23-02 Passed 9-0

This file is complete and ready for presentation to Full Council.

Committee: _____

(initial/date)

Department

Law Dept. Review

OMP
Review

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City Clerk
Review

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ORDINANCE 120936

AN ORDINANCE retitling and amending Seattle Municipal Code Section 4.04.240, Intradepartmental Grievance Procedure, to clarify its application to non-represented and represented employees.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. Seattle Municipal Code Section 4.04.240, **Intradepartmental Grievance Procedure**, Ordinance 107790, is hereby retitled and amended as follows:

4.04.240 ((Intradepartmental))Employee Grievance Procedure

A. The Personnel Director shall establish rules for the presentation of non-exempt employee grievances in succession, to an employee's immediate supervisor, to the division manager, and to the head of the department for a written decision if necessary. ~~((Grievances pursued beyond the employee's immediate supervisor must be submitted in writing in a timely manner.))~~

B. The Director may advise and assist the head of a department in resolving a grievance, and shall seek consistency of treatment of like grievances among the ~~((several))~~ departments, offices, boards and commissions of the City.

C. ~~((By submitting a grievance to binding arbitration provided by a collective bargaining agreement, the employee waives his/her right to initiate a grievance procedure under this section.))~~ An employee who is represented under the terms of a collective bargaining agreement between the City and an authorized bargaining unit may use the employee grievance procedure authorized herein in lieu of the grievance procedure provided by his or her collective bargaining agreement only when the collective bargaining agreement does not include provisions



1 governing the action the employee wishes to challenge. In no event shall an employee submit the
2 same grievance under more than one recognized grievance procedure.

3 Section 2. This ordinance shall take effect and be in force thirty (30) days from and
4 after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10)
5 days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

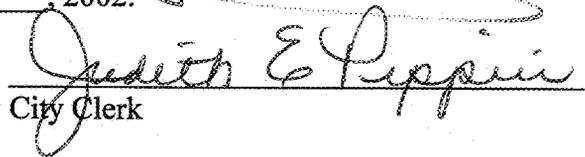
6 Passed by the City Council the 23rd day of September 2002, and signed by me in open
7 session in authentication of its passage this 23rd day of September 2002.

8
9
10 
11 President _____ of the City Council

12 Approved by me this 7 day of October, 2002.

13 
14 Gregory J. Nickels, Mayor

15 Filed by me this 3rd day of Oct., 2002.

16 
17 City Clerk

18 (Seal)
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City of Seattle

Gregory J. Nickels, Mayor

Office of the Mayor

August 12, 2002

Honorable Peter Steinbrueck
President
Seattle City Council
Municipal Building, 11th Floor

Dear Council President Steinbrueck:

The attached ordinance retitles and amends Seattle Municipal Code Section 4.04.240, the intradepartmental grievance procedure, to clarify its application to non-represented and represented employees.

Thank you for your consideration of this legislation. Should you have questions please contact Kathy Steinmeyer at 4-7921.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Nickels", written over a large, faint, circular stamp or watermark.

GREG NICKELS
Mayor of Seattle

cc: Honorable Members of the Seattle City Council



STATE OF WASHINGTON – KING COUNTY

--SS.

150580
City of Seattle, Clerk's Office

No. ORDINANCE IN FULL

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:ORDINANCE 120936

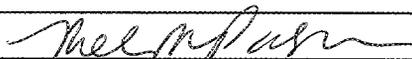
was published on

10/10/2002



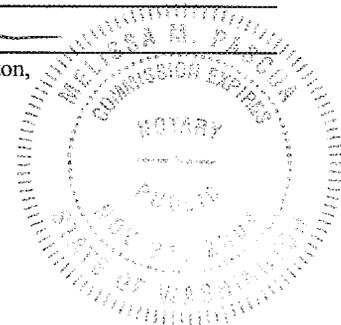
Subscribed and sworn to before me on

10/10/2002



Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication



State of Washington, King County

City of Seattle

ORDINANCE 120836

AN ORDINANCE retitling and amending Seattle Municipal Code Section 4.04.240, Intradepartmental Grievance Procedure, to clarify its application to non-represented and represented employees.

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

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4.04.240 ((Intradepartmental)) Employee Grievance Procedure

A. The Personnel Director shall establish rules for the presentation of ~~non-exempt~~ employee grievances in succession, to an employee's immediate supervisor, to the division manager, and to the head of the department for a written decision if necessary. ~~((Grievances pursuant to this section must be submitted in writing in a timely manner.))~~

B. The Director may advise and assist the head of a department in resolving a grievance, and shall seek consistency of treatment of like grievances among the ~~(various)~~ departments, offices, boards and commissions of the City.

C. ~~((By submitting a grievance to binding arbitration provided by a collective bargaining agreement, the employee waives his or her right to initiate a grievance procedure under this section.))~~ An employee who is represented under the terms of a collective bargaining agreement between the City and an authorized bargaining unit may use the employee grievance procedure authorized herein in lieu of the grievance procedure provided by his or her collective bargaining agreement only when the collective bargaining agreement does not include provisions governing the action the employee wishes to challenge. In no event shall an employee submit the same grievance under more than one recognized grievance procedure.

Section 2. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council the 23rd day of September, 2002, and signed by me in open session in authentication of its passage this 23rd day of September, 2002.

PETER STEINBRUECK,

President of the City Council.

Approved by me this 2nd day of October, 2002.

GREGORY J. NICKELS,

Mayor.

Filed by me this 3rd day of October, 2002.

(Seal) JUDITH E. PIPPIN,

City Clerk.

Publication ordered by JUDITH PIPPIN,
City Clerk.

Date of publication in the Seattle Daily
Journal of Commerce, October 10, 2002.

10/10(160580)