



**FACILITIES MAINTENANCE DEPARTMENT**  
**1200 EAST 18<sup>TH</sup> STREET \* KANSAS CITY, MO 64108**  
**PHONE: 816-346-0307 \* FAX: 816-346-0340**

# Memo

To: Willie Wilson, Local 1287 President  
From: John Marcus, Plant Manager  
CC: Matt Chrisman, Facility Supervisor  
Date: 05/18/2011  
Re: 3rd Step Grievance Resolution – Grievance - #2011-FC-02,  
(Construction Lead job #802)

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**Memo:**

A 3rd step Grievance Hearing was held on June 14, 2011.

Present were: Matt Chrisman  
John Marcus  
Willie Wilson  
Tommy Hernandez

The original grievance stated Facilities Management exceeded their authority when they abandoned job #802 (Facilities Construction Lead Mechanic) and reposted with a change of duties and passing test score requirements.

Facilities Management determined it essential that the lead position have HVAC skills, abilities and necessary EPA certifications same as all the mechanic positions they oversee. The union agreed to the change in wording on Job #802 after the 2<sup>nd</sup> step decision.

The original grievance stated the passing test score should not have been increased from 50% to 72% by Facilities Management. Metropolitan Community College Business and Learning Solutions (MCC), who developed and administered the facilities construction lead mechanic exam, recommended a score of 72% should be considered passing. MCCC previously developed and administered the Facilities Electricians assistant exam, which had a passing score of 70%, to which the union had no disagreement.

Facilities Management agrees to a reduction in the passing score from 72% to 68% for any future instances where job #802 is posted for bids (not to include annual job markup).

Therefore, the grievance is being considered closed as of June 14, 2011.