

**WISCONSIN COUNCIL OF COUNTY AND MUNICIPAL
EMPLOYEES - COUNCIL #32
affiliated with
AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES**

Local Union Number: Local(s) 60 AFSCME, AFL-CIO

Employer: Madison Metropolitan School District

Today's Date: 4/22/22

Date of the alleged infraction: 4/14/22 and ongoing

Employee's: All affected employees of the food service and custodial maintenance groups

Step of the Grievance Procedure: Second

Statement of Grievance

The Kronos outage that began December 11, 2022 was the beginning of when the District stopped paying anything except our base wages. The District told us that we would receive back pay, for all of the other pay that we were owed, on the March 25th paycheck or on the following paycheck of 4/8/2022.

As of this date, numerous employees are owed back payment for a variety of wages, differentials and bonuses including but not limited to overtime payments, night shift differential payments, weekend shift differential payments, call-in payments, on-call payments, and double-time holiday premium payments have still not been paid resulting in severe hardships in many cases.

Violations:

MMSD Employee Handbook including Sections 5 and Appendix C sections: 1, 5 and 6 and Appendix D sections 1,6, 7 and Appendix 1, and all other provisions that may apply.

In addition, Wis. Stats., "requires most Wisconsin employers to pay workers all wages earned at least monthly, with no longer than 31 days between pay periods. The only employers exempted from this requirement are:

- employees engaged in logging (must be paid at least quarterly)
- those engaged in farm labor (must be paid at least quarterly)
- unclassified employees of the UW system (left to the system)
- Part-time firefighters and part-time emergency medical
- technicians (must be paid at regular intervals, at least annually)."

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Remedy:

Immediately pay, with interest, all of the affected employees the wages and payments owed and make all affected employees whole for losses, including but not limited to, any interest, fees, penalties and etc that the employees suffered as a result of this refusal to pay them as promised.

Signature of Union representative:

Favian McMurray 4/22/2022