

WHAT IS A GRIEVANCE?

A grievance exists when a bargaining unit member has a reasonable allegation that a Collective Bargaining Agreement (CBA) sections(s) has/have been **violated, misinterpreted or misapplied**.

The Association and the bargaining unit member determine if a grievance exists, not the administration. The District may dispute the grievability of an issue, but may not refuse to hear it or respond to it or to process it through the grievance procedure.

A grievance is a dispute between an Association, through its members, and the District regarding an employment contract, rule or practice. A grievance IS NOT a dispute between employees/members, nor should it be a personal conflict between a grievant and an administrator.

It is essential that the Association assume an advocate posture when processing grievances. Members may always be supported on either the Merit of their case or their right to Due Process. An Association exists for the purpose of representing its members in their employment relations. The Association must assure Due Process for bargaining unit members and an advocate to represent them whenever they must be judged.