

GRIEVANCE PROCEDURES

A "grievance" is a written complaint by a member of a union who has determined that there has been a violation, misinterpretation, or inequitable application of a provision of their Agreement. Whereas the procedures vary to a degree for each union, the basic grievance process is the same.

Human Resources Support and Involvement

With some unions, Human Resources becomes involved with a grievance after an initial, informal attempt (Level One) to resolve the situation is unsuccessful. With other unions, HR is not brought into the process until after second attempt at resolution (Level Two) has taken place. HR involvement at Level Two is the most common.

There are important time frames for each step of the grievance process, therefore, it is important that you reference the appropriate bargaining unit agreement for specific grievance procedure information. Grievance procedures generally appear as an Article within the agreement document. All contracts, union information and union contacts can be found on the Human Resources Website. For quick reference on grievance procedures, click [Grievance Procedure Matrix by Bargaining Unit](http://hr.dpsk12.org/NewWebSite/Union%20Procedure%20Summaries%20principal%20page.doc) (<http://hr.dpsk12.org/NewWebSite/Union%20Procedure%20Summaries%20principal%20page.doc>)

For more information or if you have questions, contact HR Labor Relations or your Human Resources Director.