

Grievances

What Is a Grievance?

Article 36 – Grievance and Arbitration

Section 1. Grievances are defined as acts, omissions, applications or interpretations alleged to be violations of the terms or conditions of this agreement. Grievances shall be initiated in writing by the employee by completing the official statement of grievance form (Appendix A) within forty-five (45) days of the time the employee knows, or by reasonable diligence should have known, of such alleged violation of the agreement.

Article 20 – Equal Opportunity & Affirmative Action

Section 4. The employer shall not be arbitrary or discriminatory in the application of, or failure to act pursuant to the terms of this agreement or the personnel policies, procedures and regulations of either the executive departments, personnel divisions or the agency nor shall the employer take action contrary to law or for political reasons.

What Isn't a Grievance?

One member cannot file a grievance against another member. If a member comes to you wanting to file a grievance against a co-worker, listen to what they have to say, but make it very clear that the grievance process will not work to resolve their issue. Offer up to them the facilitated issues resolution process instead.

You may be approached by a member wanting your help in filing a grievance over something that is not a violation of the collective bargaining agreement or a policy. The grievance process may not be the correct path to follow in such circumstances. Again, listen to the member's story. if you can help the member resolve the issue without filing an official grievance, do so.

Guidance

If you have questions about greivances, or you feel you have grounds for one, please contact your AEE Region Director, Assistance Director, or the AEE Office and someone can help you.

Process

Step 1

Member Takes Case to Manager Represented by AEE Director
AEE Director Consults With Field Representative
Must File Within 45 Days of Occurrence
Response - 30 Days From Filing Date

Step 2

Member Takes Case to HR; Also the Beginning Step for Group Grievances
Represented by AEE Director; Field Representative Optional
Field Representative Consults With Attorney
Must File Within 15 Days of Step 1 Denial
Response - 15 Days From Filing Date

Step 3

Member Takes Case to DAS Labor Relations
Represented by AEE Director and/or Field Representative
Field Representative Consults With Attorney
Must File Within 15 Days of Step 2 Denial
Response - 15 Days From Filing Date

Grievance Committee

Member Takes Case to AEE Grievance Committee
Represented by Another Member or by Self
Committee Resources - Involved Director, Field Rep and Attorney
Must Request Within 7 Days of Step 3 Denial
Response - 7 Days After Meeting
May Request Appeal to Entire Board Within 3 Days of Notification

Arbitration

AEE Takes Case to Arbitration
Member Testifies at Arbitration
Represented by Field Representative and Attorney
Must File Within 15 Days of Step 3 Denial
Response - 45 Days After Arbitration Closes