

# United Academics, AAUP/AFT – University of Oregon Grievance Training

Sunday, November 2, 2014

## *Presenter*

Michael Mauer, Senior Labor Advisor, AAUP Department of Organizing and Services

## *Agenda*

### **Introductions**

Who you are, what skills and background you bring to faculty union work and to grievance handling. (I'll also tell you who *I* am, and what skills and background I purport to bring to this work.)

### **Overview of the Grievance Process**

Why do we pursue grievances?

### **Duties of a Grievance Officer**

Direct role in processing grievances, and more.

### **What is a grievance?**

Definitions

Enforcement of provisions of the collective bargaining agreement, internal University policies and practices, and external law

### **Who can grieve?**

Contractual parameters

### **Who "owns" a grievance?**

Rights of the individual, and rights of the union

### **What to do when a problem isn't a grievance?**

Alternatives to consider

### **Grievance processing**

Investigation and information gathering

Dealing with the grievant, and confidentiality

Steps of the grievance procedure

Draftsmanship

Dealing with the other side

Possible resolutions

### **A primer on contract language interpretation**

Rules applied by arbitrators

### **Weingarten**

Representation during a disciplinary investigation

### **Duty of fair representation**

What's legally required, and how to stay safe