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