Grievance Processing and Arbitration

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GRIEVANCE PROCESSING AND ARBITRATION

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GRIEVANCE PROCESSING

- Defend - Don’t Judge
- Work then Grieve
- DFR
PAST PRACTICE

Frequency

Consistency

Longevity

Circumstances
JUST CAUSE

1. Notice
2. Reasonable Rule of Order
3. Investigation
4. Fair Investigation
5. Proof
6. Equal Treatment
7. Penalty
**Contract Enforcement**

- Sets stage for successor negotiations
- Protects the rights of the members
- Distribute copies to all unit members
THE GRIEVANCE

- Investigating the Grievance
- Essentials of Grievance Processing
- To Arbitrate or Not
ARBITRATION

- Framing the Issue
- Stipulate Stipulate Stipulate Stipulate
- Opening Statement
Prior to Hearing

- Selecting Witnesses
- Prepping the Witnesses
THE HEARING

- Direct Examination
- Cross Examination
- Closing Statement
THE AWARD

Rulings based on:

- Contract Language
- Past Practice
- Equity
- Just Cause
- Progressive Discipline
- Other Issues