

OT-AAUP Grievances Proposal* 02/27/2020, 06/08/2020, 07/14/2020, 09/24/2020, 10/08/2020, 10/13/2020

ARTICLE [x]. GRIEVANCES

Section 1. Purpose.

The purpose of this Article is to provide a procedure that promotes the prompt and efficient resolution of grievances. The parties encourage informal resolution of grievances, whenever possible, and encourage open communication between bargaining unit members and administrators to avoid resorting to formal grievance procedures, except when unavoidable

Oregon Tech is not obligated to observe any other procedure for the resolution of grievances, as that term is defined herein, other than those procedures outlined in this Article.

Section 2. Definitions.

A. violation, misinterpretation, or improper application of the provisions of this Agreement that had a direct adverse effect on the Grievant. complaints related to matters of academic judgment

B. as defined above. ance

C. , except as explicitly limited by this Agreement, the judgment by administrators concerning: (1) academic standards, competence, and performance as these relate to appointment, reappointment, promotion, tenure, or merit salary increases; or (b) curricula and educational policy..

D. business day.

Section 3. General Provisions

A. A Grievant has the right of self-representation at any step in the grievance procedure the filing of a self-representation grievance, but not the substance of the grievance, within ten (10) days of receipt of the grievance. Any resolution of a self-representation grievance shall be consistent with all the terms of this Agreement. In cases of self-representation, resolution at any step of the grievance, but not the substance of the resolution, shall be communicated to the

B. If requested by Grievant, the Association has the right to be present at, and to participate in, any formal Step in the grievance procedure outlined below, but shall not interfere with the right of self-representation.

*OT-AAUP reserves the right to add to, modify, or amend proposals during the course of negotiations.

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91 J. For all meetings under this Article, the parties shall inform each other at least one (1) day
92 in advance of the meeting as to who will participate in the meeting. A failure to comply
93 with this provision shall not act to cancel the meeting but will act to bar attendance by
94 those not disclosed.

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96 K. If the matter being grieved relates to an act or omission by the Dean or Provost, the
97 grievance may be presented at Step Two or Step Three, utilizing the Grievance Form.

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99 L. If the matter being grieved relates to an act or omission by the President, the grievance
100 may be presented at Step Three, utilizing the Grievance Form.

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102 Section 4. Presentation of Grievances.

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104 ***Informal Procedure.*** Within fifteen (15) days, the Grievant, or the Association on behalf of the
105 Grievant, shall file the grievance on the Grievance Form, consistent with the requirements of this
106 Article, with the administrator most directly concerned in an attempt to resolve the grievance
107 informally. Upon request of either party, the parties shall meet within ten (10) days of receipt of
108 the Grievance Form. The administrator shall provide a written response to the party filing the
109 grievance within ten (10) days of receiving the Grievance Form or conclusion of the meeting if
110 one occurs.

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135 Upon request of either party, the parties shall meet within ten (10) days of receipt of the
136 not hearing the grievance at Step
137 One, shall send a decision in writing to the party filing the Grievance Review Form within ten
138 (10) days of receiving the Grievance Review Form or conclusion of the meeting if one occurs.
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140 **Step 3: President's Level.**

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142 If the Grievant is not satisfied with the decision at Step Two, a request for review may be filed
143 within ten (10)
144 business days of the date of the decision at Step Two.
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146 Upon request of either party, the parties shall meet within ten (10) days of receipt of the
147 not hearing the grievance at Step
148 One or Two, shall send a decision in writing to the party filing the Grievance Review Form
149 within ten (10) days of receiving the Grievance Review Form or conclusion of the meeting if one
150 occurs.
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152 **Section 5. Notice of Intent to Arbitrate.**

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154 If the Grievant is not satisfied with the decision provided in Step 3, the Association may file a
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156 designee and General Counsel within twenty (20) days of the date of the decision at Step 3. The
157 process for arbitration is outlined in Article [x]:Arbitration.
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159 No Grievant may advance a grievance to arbitration unless it is with the approval and
160 participation of the Association.
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STEP THREE

NOTICE OF INTENT TO ARBITRATE

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The Oregon Tech Chapter of the American Association of University Professors hereby
gives notice of its intent to proceed to arbitration concerning the grievance of:

, dated _____ which was not resolved satisfactorily at Step Three of the
grievance procedure.

OT-AAUP requests ____/ does not request ____ mediation be pursued in this matter.

Name: _____
Authorized Representative, OT-AAUP

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