

#3 Grievance Chair

April 2017 Monthly Report

PLEASE follow the chain of command. Reps are notified of an issue first, they then go through the steps of *Just Cause* to see if there is in fact a grievance. After that, the REP contacts the level Officer, who will then get in contact with Mitch or myself. If we do not follow this chain of command, we end up hurting ourselves.

Timelines- If you feel like there has been a violation of the contract, please notify your Rep ASAP. We only have 10 school days to file a grievance or complaint from the date of the occurrence. Since we need to follow chain of command, it can take a few days to get to me. *Reps- if you send anything through inter-office mail, please send me an e-mail as a heads up.

Complaint VS. Grievance- As an FYI: A grievance may be filed if there was a violation of the contract. A complaint may be filed if there was a violation of Policy and Procedures which is found in the Appendix of the contract. The only difference between the two items is that a complaint may not go to arbitration. A complaint can be as effective as a grievance. If you feel an administrator has violated any part of the contract or appendix, please see your rep ASAP.

Prescription Grievance- PLEASE make sure you save all of your receipts (The ones attached to the medication that list the medication name, patient name, and cost NOT the cash register receipt) The process of arbitration may take several months. I will include updates as to where we are in the process in my monthly reports.

Email me at titusr@readingsd.org or rklemer@ptd.net; if you have any questions as to what procedure is.

Active Grievance List

9/16-4/17

Level I

G1617-25: REA v 16th and Haak Administration
Safety

Level II

G1617-17: REA v RIHS Administration
Special Ed Compliance; Denied at Level I, awaiting meeting

G1617-18: REA v RIHS Administration
Special Ed Compliance; Denied at Level I, awaiting meeting

G1617-21: REA v Central Administration
Loss of benefits; Denied at Level 1, awaiting meeting

G1617-22: REA v Special Education Supervisor
Caseloads; Denied at Level 1, awaiting meeting

G1617-10: REA v Central Admin
Credit Increments; Denied at Level I, awaiting meeting

G1617-23: REA V Special Education Supervisor
Caseloads; Denied at Level 1, awaiting meeting

G1617-24: REA v RHS Administration
Safety; Denied at Level 1, awaiting meeting

Level III

G1617-20: REA v Central Administration
Generic Prescription Costs

Level V (Per previous contract grievance procedures)

G1415-12: RSHS
REA v RSHS Administration
Arbitration 02/01/2017; Held in abeyance

Active Complaint List

C1617-02: REA v 16th and Haak Administration
Won at Level 1

Please keep in mind, due to privacy rights you only are allowed in-depth knowledge if you are the grievant, the representative, or the REA officer involved. The only exception to this rule is a class action grievance/complaint. Thank you.

Respectively Submitted,

Rebecca Titus

Rebecca Titus
Grievance Officer of the REA