

INSTRUCTIONS FOR THE GRIEVANCE PROCEDURE

Step 1. Part 1: The grievant should have submitted Form 1 to his or her immediate supervisor within **seven (7) calendar days** of the incident giving rise to the grievance. A copy of the grievance must be filed with the Employee Relations Department of the Board. All such complaints shall cite with specificity the reason and nature of the complaint.

Step 1. Part 2: The immediate supervisor will reply on Form 2 in writing to the employee within **7 calendar days** of receipt of the grievance, **OR** the grievant's immediate supervisor may elect to refer the complaint to his or her immediate superior within the time period of his or her reply, and must acknowledge receipt of the grievance in writing to the grievant no later than the next business day after receipt of the referred grievance. Failure to reply shall result in submission of the grievance to Step Two Form 3. If the grievant is not satisfied with Step One, the grievant may submit, within **five (5) calendar days** of the answer or its due date, whichever occurs first, the grievance to the department head in which he or she works. Such department head shall reply to the grievant within **five (5) calendar days** of receipt or referral of the grievance in writing. A copy of the reply by the department head shall be furnished to the Employee Relations Department of the Board.

IMPORTANT: Should the employee not receive a written answer within the time limit, he or she may proceed to Step 2 Form 3.

WHAT IS NOT GRIEVABLE: Notwithstanding any other provision of this Rule 15, the following matters are not subject to adjustment under the grievance procedure. If any of these exclusions applies, the matter is not grievable.

- a. Matters addressed by, or discussed in, another Rule (i.e., classification, pay, reductions-in force, efficiency ratings, etc.), regardless of whether the other Rule contains an appeal procedure. An employee may not circumvent this exclusion by alleging that the Rule in question was applied in an illegal, retaliatory, disciplinary, or other unfair manner;
- b. Loss or absence of premium pay;
- c. Oral and/or written reprimand or an informal performance evaluation;
- d. Matters subject to appeal under Rule 12 of these Rules;
- e. Assignment-related matters such as changes in duties within Class, off-days, shift and vacation scheduling, except those assignments considered disciplinary. To avoid this exclusion, allegations of disciplinary motive must be supported by specific facts; and
- f. Matters relating to an appointing authority's internal policy or rules that are applied consistently to all Classified Employees and for which there exists no conflict with these Rules or the Act. To avoid this exclusion, the employee must specify the manner in which the policy or rule was applied inconsistently. The Rules and Regulations are not an "internal policy or rule" for purposes of this exclusion.

QUESTIONS? If you have any questions, please contact Employee Relations at (205) 279-3474.

