

CLASSIFIED EMPLOYEES' ASSOCIATION EXECUTIVE BOARD POLICY

Policy #03-01: Grievance Arbitration

All requests for grievance arbitration shall be authorized by the CEA Executive Board upon recommendation of the rights committee.

The CEA Executive Board may discretionarily provide for grievance arbitration if, in its opinion, one or more of the following criteria exists:

- ✓ The case involved a question or questions of substantial denial of due process to the individual member or local;
- ✓ The case has reasonable potential as an important precedence setting nature;
- ✓ The case effects access to the administrative level of appeal;
- ✓ The case is sufficiently meritorious to suggest it will prevail; and/or
- ✓ The case arises from defense of a collectively bargained agreement and the Duty of Fair Representation.

The decision of the Classified Employees' Association shall be communicated to the individual grievant(s) in writing. The written notice shall include the reasons for the board's decision. If the decision is not to proceed to arbitration, the written notice shall include the right of the grievant(s) to appeal within ten (10) days from receipt of the notice from CEA to the NEA-Alaska Legal Services Program Coordinator by filing a Request for Legal Assistance through the NEA-Alaska UniServ Director working with the Classified Employees' Association.

If the individual grievant(s) does appeal the decision of the Classified Employees' Association to the NEA-Alaska Legal Services Program Coordinator, the Classified Employees' Association shall first attempt to get the district to hold all timelines, if the district does not agree to hold the timelines CEA will file for arbitration with American Arbitration Association (AAA) for the purpose of maintaining the grievant(s) due process rights as required in the Association's Duty of Fair Representation.

Adopted as policy this 13th day of September, 2012.

Lorie S. Miner, President
7/19/2012 2:39:00 PM

Chris Sawyer, Secretary