Today we will discuss:

- Collective Bargaining
- Duty of Fair Representation
- What's a Grievance?
- What's NOT a Grievance?
- Other Complaints?
Collective Bargaining

Collective bargaining is the process in which working people negotiate contracts with their employers to determine their terms of employment, including:

- Pay
- Benefits
- Hours (Faculty Assignments)
- Leave
- Health & Safety Policies
- Working Conditions

As a group, we have more power to negotiate and stand up to administrative overreach.
Duty of Fair Representation (DFR)

Or: Why does PFT protect all faculty—even the “bad” ones?

As faculty members’ exclusive representative, the PFT has a legal obligation to represent all faculty in any case where the contract, law, or AP/BP has been violated.

Our DFR requires three things of us:

- The union may not act arbitrarily
- Discretion must be exercised with good faith and honesty
- Members’ interests must be served without hostility or discrimination

If we do not adhere to these requirements, we can be sued.
What's a grievance?

A grievance is a complaint brought by a member or the union (on behalf of a member, group of members, or unit as a whole). It is a complaint that focuses on violations of:

- Our collective bargaining agreement (CBA)
- State and Federal laws (including California Education Code)
- Administrative Procedures (APs) and Board Policies (BPs)
- Labor Law and Education Employment Relations Act (EEERA)
- Our collective bargaining agreement (CBA)

Grievances are described in Article 19 of our CBA and follow a prescribed set of steps:

1. Informal resolution (with the immediate supervisor of the grievant)
2. Step 1 (with the college president)
3. Step 2 (with VP of HR)
4. Step 3 (with the Chancellor)

Grievances are a complaint brought by a member of the union (on behalf of a member, group of members, or unit as a whole).
What if a resolution isn't obtained after Step 3?

Grievances that are not settled within the district can be taken to arbitration. - An arbitrator hears both sides of the case and determines an outcome. - Arbitration is binding - both parties must adhere to the decision. - Arbitration is expensive and costs are split between the District and grievant. - At this point, the union does not have a DFR (member or PFT).
What's NOT a grievance?

Grievances are not complaints.

Grievances cannot be brought against another faculty member or staff member.
If you have a complaint:

- The PFT can help direct you toward the correct paperwork & contacts but cannot file these complaints for faculty.

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- The PFT will be obligated to represent all faculty involved in such investigations if they could lead to discipline of any kind (Weingarten Rights).

- Such complaints are usually investigated by the district.

Some complaints (sexual harassment, prejudicial treatment, etc.) should be taken to the District Human Resources department and filed.

Complaints about other faculty members or staff should be brought to the administration.

So what if I have a complaint?
Your union remains the best place for all faculty to work together to build and keep a strong, supportive workplace. A faculty-run union like ours ensures:
A strong membership is a strong voice!

Without a strong membership:

- We won’t have the financial resources required to advocate, negotiate, and defend
- We won’t have the leverage we need to negotiate a strong contract
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What can you do?

- Attend membership meetings
- Ask the faculty in your department to sign up and attend meetings with you
- Ensure that you are a member with an updated membership form on file
- Attend membership meetings

Come to our Mayday for May Day Conference for more information!
But don’t take our word for it...
Where can I find this information?

The PFT website has the most recent forms, handbooks, and contract: pft1603.org

- Jennifer (shanoski@gmail.com)
- Anna (anna@pft1603.org)
- Kayla (kayla@unionpft1603.org)
- Scott Hoshida, BCC (scott.hoshida@pft1603.org)
- Josh Boatright, BCC (joshuaboatright@gmail.com)
- At the PFT:

And we are happy to help answer questions:

The PFT website has the most recent forms, handbooks, and contract: pft1603.org

Campus Representatives:

- Scott Hoshida, BCC (scott.hoshida@pft1603.org)
- Josh Boatright, BCC (joshuaboatright@gmail.com)
- Jennifer (shanoski@gmail.com)