



**SOUTHWESTERN ILLINOIS COLLEGE
DISTRICT 522**

BOARD POLICY

TITLE: Faculty and Staff Grievances

CODE: 3024

DATE ADOPTED: July 1991

DATE REVIEWED: 9/94; 10/10; 9/23

DATE AMENDED:

The Board of Trustees recognizes those provisions of the Illinois Educational Labor Relations Act which require that the collective bargaining agreements between the college and its bargaining units contain a grievance clause. The Board of Trustees affirms its commitment to the good faith resolution of disputes and differences of opinion relating to the meaning, interpretation, or application of specific provisions of its collective bargaining agreements. The Board of Trustees expects that members of the administration shall interpret and apply the provisions of the various collective bargaining agreements in a fair, consistent, and impartial manner. The Board of Trustees further expects that members of the administration shall use the applicable grievance process to resolve disputes internally.

Because the Board of Trustees views the grievance process as an effective means of dispute resolution, it provides this same mechanism to the non-bargaining unit employee groups. All grievances shall be processed according to the provisions of the applicable collective bargaining agreement or personnel policy manual.