

Metric 8.2

AY 2024 - 2025



Saint Louis University

promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



8 DECENT WORK AND
ECONOMIC GROWTH



AY 2024 - 2025



Indicator 8.2.8

Saint Louis University

Employee rights and compensation appeals mechanism



8 DECENT WORK AND
ECONOMIC GROWTH



SLU has a process for employees to appeal on employee rights and/or pay

Collective Bargaining Agreement 2021-2026

ARTICLE 15 GRIEVANCE MACHINERY

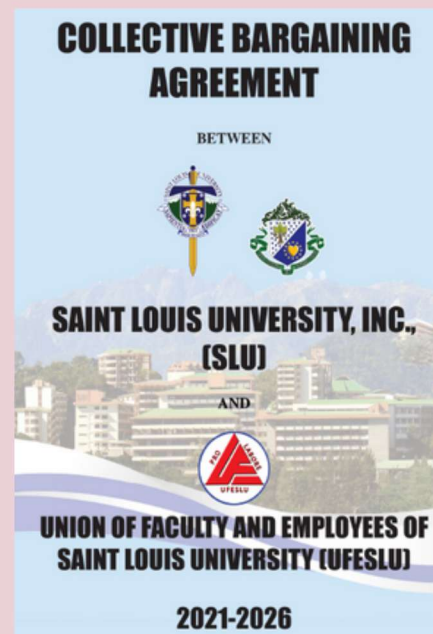
Section 15.1. Statement of Principles

The parties agree on the generally accepted principles of justice, equity, and fairness that all disputes between the UNION and its components on one hand and the UNIVERSITY and its components on the other shall be treated objectively, that the parties have the same interest in the continuity of the objectives of the UNIVERSITY until all points in the dispute shall have been discussed and settled; that an open conflict in any form involves losses to the parties and that, therefore, every effort will be exerted to avoid such an open conflict. In the furtherance of the foregoing principle, the parties hereto have agreed to establish a procedure for the adjustment of the grievance.

Section 15.2. Definition of Grievance

Any misunderstanding concerning policies or practices directly affecting the members of the UNION or their working conditions in the UNIVERSITY, or any dispute arising as to the meaning, application, or violation of any provision of this Agreement, or any resentment which an employee may have against the UNIVERSITY, or any resentment which the UNIVERSITY may have against an employee, shall be considered a grievance.

Source: https://drive.google.com/open?id=16pC21x1Cx2r4fk_FxhOSw7NqPWWk8SuJ



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The parties agree on the generally accepted principles of justice, equity, and fairness that all disputes between the UNION and its components on one hand, and the UNIVERSITY and its components on the other, shall be treated objectively; that the parties have the same interest in the continuity of the objectives of the UNIVERSITY until all points in the dispute shall have been discussed and settled; that an open conflict in any form involves losses to the parties and that, therefore, every effort will be exerted to avoid such an open conflict. In the furtherance of the foregoing principle, the parties hereto have agreed to establish a procedure for the adjustment of grievance.

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Section 15.3. Initial Steps

- (a) Within three (3) working days from accrual of any grievance, it must first be worked out and settlement thereto attempted by and between the employee and the immediate head of office or supervisor; the resolution of the grievance must be obtained within two (2) working days from the time the grievance is raised orally or in writing by the aggrieved party;
- (b) Should the resolution in paragraph (a) fail, the matter must be brought on the third working day in writing, to the attention of the proper department head or UNIVERSITY officer having authority over the head of office or supervisor and the employee concerned, who shall thereafter attempt to resolve the same within a period of three (3) working days from receipt of the matter in dispute;

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