

## POLICY 17 GRIEVANCES

### University Policy

It is the intent of the University to extend to each employee a right to a fair hearing on grievances arising in the course of his/her employment. A grievance is defined as an alleged violation of a specific section(s) of the Policy and Rules. Each supervisor and employee has an obligation to make every effort to resolve employment relations problems as they arise. In any case where this effort fails an appeal may be taken to higher authority pursuant to rules issued by the President of the University. Procedures for this appeal must meet the test of providing a decision that is both prompt and definitive.

The President is authorized to issue rules and procedures for the review and resolution of grievances of employees and to report thereon to the Board of Trustees of the University of Illinois from time to time. If the President decides it to be advisable and necessary, the President may provide for binding arbitration as the final step in this procedure. No decision may be made at any step of the grievance procedure, including arbitration, that conflicts with or modifies a policy approved by the Board of Trustees of the University of Illinois or with any applicable Statute or with any administrative regulation issued under appropriate statutory authority, e.g., the rules of the State Universities Civil Service System.

The grievance procedure contained in this section shall not apply to employees who are covered by a grievance procedure contained in a collective bargaining contract, unless and except to the extent that the collective bargaining contract specifically incorporates the grievance procedure of Policy and Rules.