

## Don't Judge- Defend!

The role of an Association is not to put its members on trial, but to defend and protect them.

An Association should not put members in further jeopardy by posing yet another threat to his/her job security by conducting a "study" before a grievant goes to face management.

Members pay dues to be protected, not tried by their Association.

Management can take care of itself, and the Association takes on management's role at the peril of its members.

Confusing the roles only stifles employee rights and causes wounds to fester.

The role of the Association is to listen to the complaint of a member, to devise the best strategy for obtaining his/her interest, and to set about securing it the best way possible.

The truth of the complaint will come out in the grievance process. It is the Association's job to provide the balance of power to insure just treatment.



## General Duty of Fair Representation

Application of the general duty of fair representation to specific situations has resulted in the development of the following specific duties that a union owes to all unit employees:

- Duty to represent all unit employees
- Duty to negotiate on behalf of all unit employees and consider non-joiner views concerning negotiations
- Duty to be familiar with the contract
- Duty to advise unit employees of their contract-based rights
- Duty to process grievances in a non-arbitrary, non-discriminatory and good faith manner
- Duty to investigate grievances
- Duty to satisfy contractual time limits
- Duty to notify a grievant of union decisions
- Duty to present a good arbitration case

