



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

CITY COLLEGE • MESA COLLEGE • MIRAMAR COLLEGE • CONTINUING EDUCATION

## Administrative Procedure

### Chapter 7 – Human Resources

#### AP 7216 – ACADEMIC EMPLOYEES: GRIEVANCE PROCEDURE FOR CONTRACT DECISIONS

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Rules and procedures for academic grievances can be found in the AFT Guild, Local 1931 American Federation of Teachers, AFL-CIO (AFT) collective bargaining agreement.

Grievance procedures have been developed to provide a prompt and orderly means of resolving contractual issues. A Grievance is a formal allegation by a grievant that the grievant had been adversely affected by a misinterpretation, a misapplication, or a violation of a specific section or article of the contract. A grievant may be any member of the bargaining unit covered by the terms of the contract. Grievances are typically filed with the first level manager or the immediate supervisor (outside of the bargaining unit) having direct jurisdiction over the grievant.

Grievances may be lodged by a faculty member; by a faculty member accompanied by a representative; through an AFT representative; or by an AFT representative in the name of AFT.

Also see the Collective Bargaining Agreements (CBA)/Handbooks for applicable employee groups. If there is any conflict between this procedure and the applicable CBA, the CBA provisions shall prevail.

**Reference:** Education Code Section 87610.1

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**Approved:** 4/1/19

New Procedure