

October's Tip of the Month

This month I want to talk about the difference between a grievance and a complaint. A grievance can only be filed when a specific article in the contract has been violated by any district employee. AVUTA has a committee dedicated to grievances and a chair Wendy Kelly (wendykelly.avuta@gmail.com). She will answer any questions regarding grievances you may have. However, she can't file a grievance about a complaint, which is a (non-contract) wrongdoing by any district employee. That is something you, as an AVUSD employee, have to do with the Human Resources Department. One employee grievance, I have heard more often lately is about SAFETY. You have the right to feel safe in your work environment. If you do not, you need to notify your site admin immediately and tell them "YOU FEEL UNSAFE", the reason why, and a resolution. Recently, I have had a lot of reports about getting hit, bit, or threatened by a student. That is a safety issue and you need to do the following 1) report to your admin 2) report to workman's comp (even if there is no visible injury that way a log can be kept) 3) Write up an incident report and if you feel unsafe, state it! 4) Email me (avuta.pres@gmail.com) about the incident and steps you have taken. You may also call the police, however once you do, it is considered to be out of the district's hands and the police will be handling it from there. AVUTA is here to help through any incident you may have, however you have to inform us and follow our directions. I have attached all of the articles for you to review (grievance, complaints, and safety).