



UAW Local 2350 / CSEA GRIEVANCE FORM

Name of Grievant(s): UAW Local 2350 and All Affected URO's Grade 6 and Above

Date: January 12, 2009

Classification: Union Representative/Organizer
Office All Local 1000 Offices Office Phone:

Mailing Address: UAW Local 2350, C/O 1108 "O" Street, Sacramento 95864

Email Address: Lkugelmass@calcsea.org

City: Zip:

UAW Job Steward: Lois Kugelmass Office Phone: 919-319-4800 x 106

Email Address:

Statement of Grievance (Give a brief description of your problem; use additional pages as necessary; attach all relevant documents)

The Employer has failed to implement the Senior Representative/Organizer classification (SURO). The SURO is a deep class promotional opportunity proposed by the Employer as an inducement for SEIU Local 1000 labor relations representatives to ratify the 2006-2008 contract. The Employer has not implemented any affirmative procedure, policy, or process by which employees can receive this promotion. Only two union representatives/organizers (URO) have been promoted. The Employer has also failed to fill bargaining vacancies once held by the senior labor relations representatives.

Relevant Contract Sections: Article 38 Section 1 & 2 (including job specifications p, 119); Article 22, section 3; Article 1, Sections 1, 2, 3, & 5 and all other relevant contract sections and law.

Remedy Requested:
Since the Employer has failed to implement procedures for the URO/SURO deep class, the default remedy shall be:
1. All Union Representatives who reach, or have reached, the 6th step shall automatically be promoted to the SURO pay range. This right may be waived only if an employee submits in writing a statement that they do not meet two out of the four criteria or that they do not choose to receive the SURO class promotion and pay for some other specified reason.
2. Employees shall be made whole in compensation and benefits back to the date they would have achieved the SURO class by time in grade unless specifically waived by them.

This Grievance has been discussed with my supervisor: Not applicable; filed as a union grievance.

UAW Job Steward Signature: [Handwritten Signature]

Date: 1/12/09