

IF THE NON-UNIT POSITION SHOULD BE UNIT

CAS RESOLUTION & MEMBER ACCRETION PROCESS

Without waiving statutory rights to process disputes over proper unit classification with the Division of Labor Relations, the parties agree to attempt resolution of as many disputed positions as possible following the procedures outlined below. The parties agree to utilize these procedures to resolve disputes over unit placement of faculty and professional staff, with the objective of swiftly, efficiently, and fairly resolving disputes over membership in the bargaining unit.

1. Submit a written request to the Employer (HR) to accrete the position or group of positions in the bargaining unit.
2. The representative of the employer shall discuss the status of the position with the Union's Representative within 30 days.
3. If not resolved within 30 days, then the Union Representative shall submit an Appeal to the CAS Committee.
4. The position is not resolved at the CAS Committee, then the parties shall submit the position to a neutral mediator either at the December or May mediation. If not resolved in mediation, then the mediator shall render a final and binding decision.

Written Request to Accrete

30 Days for Employer's Decision

If no, Submit Appeal to CAS Committee

If not Resolved, Submit Position To Mediation

If not Resolved, Mediator Makes Binding Decision

FACTFINDER'S CAS REPORT – OCTOBER 27, 2007

UNIT

- Professional - Not Managerial, Not Clerical
- Degree - Not Determining Factor For Inclusion - The parties agree that, while on the whole, professional bargaining unit positions require a post-secondary degree, in some cases, a particular technical course of study or training and experience shall substitute for a post-secondary degree.
- Community Service Positions
 - Academic & Non-Academic Services - Credit or Non-Credit
 - Senior Citizens Programs
 - K-12 Services
 - Job Readiness Services
 - Business Recruiters
 - Disability Services For Community
 - Adult Services
 - Vocational Instruction
 - Displaced Worker Services
 - Upward Bound (Not Seasonal)
 - Links, Project Go, & Gear Up Programs
- DCE & Grant Funded
- Curriculum Development
- Implements Policy (Not Formulating Policy)
- Directs Recreational Programs
- ABE Instructors, Services, Support
- Tech Prep Services To High School Students
- Registered Nurses
- Tutors With Degrees
- Services For International Clients
- Student Newspaper Coordinators
- Career Specialist For High School Students
- Grant Writers