

**COLLECTIVE BARGAINING POLICIES
SUPPORT STAFF/BARGAINING UNIT REPRESENTATION**

The applicable Bargaining Unit Agreement governs the terms of employment for individuals in the category of Support Staff/Bargaining Unit Representation. These terms include but are not limited to:

- Assignments and Transfers
- Complaints and Grievances
- Employment Status
- Compensation & Fringe Benefits
- Vacations/Holidays
- Leaves and Absences
- Posting
- Probation
- Salary Schedules
- Seniority
- Severance Pay
- Staff Development Opportunities
- Staff Promotions
- Suspension, Demotion, Termination of Employment
- Reduction in Staff Workforce

[Adoption date: May 2, 2002]

Terms that are not addressed in the referenced bargaining unit agreements are governed by the policies for Support Staff/Nonunion.

CONTRACT REFS.: Cleveland Teachers Union - Local 279
Service Employees International Union - Local 47
National Conference of Fireman and Oilers - Local 701
Truck Drivers Union - Local 407
Cleveland Custodians Union - Local 777
City, County and Waste Paper Drivers Union - Local 244
Cleveland Building Trades Council

CROSS REF: GD Support Staff/Bargaining Unit Representation

