10. GRIEVANCES

10.1. **Composition of the Grievance Committee**
The Executive Board shall serve as a Grievance Committee when conditions warrant.

10.2 **Responsibilities of the Grievance Committee**
The Grievance Committee shall be responsible for implementing the Association’s grievance program. It shall provide Representatives to assist members of the bargaining unit in processing grievances. It shall represent the Association at grievance proceedings. It shall keep a record in the Association office of all grievances processed.

10.3 **Criteria Used to Recommend for or Against Arbitration**
The Committee shall use the following criteria in deciding to recommend for or against arbitration:

(a) Does the Association have credible evidence and arguments to support its position?

(b) Is there a reasonable chance of winning the case?

(c) Is the cost worth the economic and political gains sought?

(d) Is it incidental or precedential?

(e) Does the Association have the resources to see it through?

(f) Are serious political considerations involved?

(g) Will the grievance achieve the goal sought?

(h) Have all procedural steps been followed properly?