

# Independent grievance systems

Law



In order to illuminate grievances, it's necessary to build healthy union-management relationships. It goes without saying that it is better to smooth the sharp corners on the lower levels and not to appeal to grievance procedures or even arbitration.

Non-union grievance systems as the most optimal ways of employee problems are considered. Further on with the help of content analysis the aim of grievance programs, systems and their methodologies along with arbitration as an alternative for grievance procedures are discussed.

Management can bring in to challenge the claim or allegation from a labor union, because the latter may want to get extra-contractual concessions from the employer.

#### Analysis of Article

Alongside with Chapter 6 “Grievance and arbitration” from the book by Sloan and Whitney “Labor Relations”, the article by Bohlander expresses the main idea that grievance procedures underline work-place democracy.

Furthermore, in the article emphasis is made on the fact that employee expectations about sincere attitude in the workplace are reflected in an increased number of grievance procedures. Arbitration is an alternative for settling the conflict if the joint decision of the grievance procedure fails.

The article “Labor Relations” represents grievances occurrence in collective bargaining agreements. It is clear for everybody that it is better to smooth the sharp corners on the lower levels and not to appeal to grievance procedures or even arbitration. The article shows an example of marriages and insurance contracts as well as an admixing of emotional undercurrents. Lower step settlement should be a desirable one since grievances would be solved on the level they happened (Sloan and Whitney, 2010).

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Comparing an example from the book by Sloan, we claim that there is a common tendency of ambiguity appearance both in insurance contracts (an example from Sloan) and labor contracts (an example from Bohlander). The general conclusion of both the chapter and the article is as follows: grievance procedure has to be available in order to lead to harmonious labor relations. In case grievance procedure fails there is a chance to settle a conflict with the help of arbitration. The perception of grievance procedure by employees as fair and just underlines both trusts to the management of the company and proper administration of the grievance program.