

Meeting the Duty of Fair Representation

1. Do we have to grieve and arbitrate every grievance that employees bring us to make sure we don't get sued?
2. Willie was suspended for two weeks for absenteeism. The company offered one week's back pay. Given Willie's record, the union thinks this is a good settlement. But Willie wants to arbitrate for full back pay. If we settle for the one week's pay, is Willie likely to win a DFR case?
3. I filed a grievance for Michael over a pay issue. But after getting more information, I believe management is right. Do I have to continue pursuing the grievance since it's already been filed?
4. Two workers – Linda and Marie, are discharged for fighting. We want to file a grievance on Marie's behalf because we think Linda provoked her, but Linda told us that if we filed a grievance for Marie but not her, she'd sue us for unfair representation. Would she have a case?
5. We are in a right-to-work state and sometimes I have to file grievances for people who aren't union members. When I do, I tell them it costs money to run a union, and they should be ashamed of taking the benefits without sharing the costs. Can I get in trouble?