

# GRIEVANCE, COMPLAINT, OR GRIPE?

As a member of the bargaining unit, you have rights, but are you aware of those rights? Many employees mistakenly confuse a gripe or complaint with a grievance.

## Grievance

A grievance is a violation of the collective bargaining agreement (your contract) between the Hillsborough County Public Schools and the Union. If you believe you have a grievance, contact the president as soon as possible. It is important to maintain the timelines outlined in Article V of the contract.



## Complaint

A complaint is not a violation of the contract. Although an employee may believe they are being treated unfairly, if there is no contractual violation, there is no grievance.

## Gripe

What is a gripe? A gripe is something you believe may be unfair or unjust but is neither unlawful nor a violation of the contract. For example, your new principal never smiles or greets you in the morning, but your last principal was a very warm person who greeted the employees every day. There is nothing legal nor contractual that mandates the new principal behave in a similar fashion. If there is not a contractual violation, there is no grievance.



**The moral of the story...**

**If you have an issue and you are not sure whether it's a grievance, complaint, or gripe, contact your worksite representative to inquire!**