



Washington Teachers' Union

Amplifying the Voice of DC Teachers

Jacqueline Pogue Lyons, President

New and Modified Language for Articles 6 and 7 of the DCPS/WTU Tentative Agreement

I. Article 6 Grievance and Arbitration

A) Section 6.4.1.3.1 - The changes to this section concern the procedure for scheduling the meeting with the LMER. Under the new language, once the grievance reaches this stage, the WTU has 14 days to use a designated software program (the "shared grievance scheduler") to schedule a meeting between the parties. If there are no mutually available dates on the grievance scheduler, the WTU 14-day timeline does not begin to run until WTU receives written notice of new dates. There is a phased implementation time line for this new procedure which does not apply to existing grievances or grievances filed within 90 days of the ratification of the CBA.

B) Section 6.4.3.1.1 - The next change is new language that addresses what happens if DCPS does not issue a decision or response to the meeting with the LMER department. This section puts the DCPS on a 30-day clock to issue the decision and gives the WTU 30-days from the time of the decision to progress the grievance to the next step.

C) Section 6.4.2.2 - At this step the grievance is before the Chancellor. The change to this section is that instead of the meeting with the Chancellor taking place within 10-days, the parties will agree to mutually convenient time and date with the intent of the parties being to schedule and hold this meeting within 30 school days.

D) Section 6.4.3.1 - At this point the grievance is at Step 3. The change here is that if there is no action within the 30-day scheduling and meeting time period for the meeting with the Chancellor in Step 2 above, the grievance may be advanced by either party to this final stage. This sentence is important because it provides the ability to hold DCPS to the 30-day timeline to hold the meeting with the Chancellor in the preceding section.

E) Section 6.5.9 - Use of video conferencing at the step 2 or 3 hearings. The change to this section is that if there is mutual consent of the parties, video conferencing will be allowed for suspension or dismissal cases but these provisions will not apply to existing grievances or grievances initiated within 60-days of the ratification of the CBA.

II. Article 7 Discipline Procedure

Section 7.8.3 - The new language allows an additional 10 days where a DCPS investigation is necessary provided that a copy of the report is provided to the employee and the WTU at the same time it is furnished to DCPS. Extensions by mutual consent are permitted. And, where there is an external DC agency involved in investigating the infraction, the above timeline may be extended by up to 65-days. If the DC Agency does not complete its investigation within the 65-day time period, the DCPS must meet the 45- or 55-day deadline for initiation of disciplinary action.