

# Confidentiality of the Grievance

In order for a steward to be effective it is essential the discussions between grievants and themselves be kept confidential. Employees are coming to you due to difficulties they are experiencing in the workplace, usually with people they work directly with. Fear of workplace retaliation and bullying serve to keep a vast majority of employees from taking action against workplace contract violations.

Cases and individuals are normally discussed in the Stewards Council Meeting of a chapter. The same confidentiality must apply to cases and people that are discussed in these meetings. The sharing of information concerning the issues on a campus is essential to properly addressing the workplace problems.

A steward should never discuss a grievant or a case with anyone who is not a steward or CSEA staff. Sometimes you will have several individuals with issues who are working in the same area, under the same supervisor who have similar problems, and it is tempting to let the employees know they are not the only ones undergoing difficulty. First ask if they would be interested in joining in a group grievance if there are other employees on the campus with similar issues. You may discover that some will and some won't. For those that do not want to join in the group grievance you must still maintain the confidentiality of their issue.