

Grievances Redressal Committee

A **grievance** is a formal complaint that is raised by an employee towards an employer within the workplace. There are many reasons as to why a grievance can be raised, and also many ways to go about dealing with such a scenario. Reasons for filing a grievance in the workplace can be as a result of, but not limited to, a breach of the terms and conditions of an employment contract, raises and promotions, or lack thereof, as well as harassment and employment discrimination.

According to Sean C. Doyle, in his work titled, *The Grievance Procedure: The Heart of the Collective Agreement*, the grievance process takes on certain secondary roles in countries such as Canada, United States and the United Kingdom that can include, but are not limited to, "a mechanism for the extension of the relationship between the parties, a union tactic to pressure management for strategic purposes, a diagnostic device to uncover underlying problems in the workplace, a mechanism for individual employees or union officials to challenge management over a range of working conditions, or even a forum for the communication of information".

A grievance between an employee and employer can be dealt with either informally or formally, and sometimes both approaches are taken in search of a resolution. In the informal approach, an employee can informally bring forth a concern promptly to his or her employer. Here a discussion or similar between the two parties can result in a mutually agreed upon resolution. In the case that this step fails or is skipped altogether, a grievance can be raised formally, where formal meetings and options for appeals become available.

Workplaces that have trade union representation often file a grievance with an employer on behalf of an individual employees request. According to the *Union of Northern Workers*, "Grievances are filed by the union on behalf of its members. Most of the grievances filed by unions are filed on behalf of individual employees (individual grievances) or on behalf of a group of employees (group grievances). A third type of grievance is the policy grievance which deals with issues that affect all employees".



Sholapur Social Association's Arts & Commerce College

New Building Siddheshwar Peth, SOLAPUR - 413005. (MAHA)
PERMANENTLY AFFILIATED TO SOLAPUR UNIVERSITY, SOLAPUR
RE-ACCREDITED (B) GRADE BY NAAC (CGPA 2.76)



Junior College Code No. J-24.09.011
U-DISE No. 27301301212

सोलापूर सोशल असोसिएशनस
आर्ट्स अँड कॉमर्स कॉलेज,
न्यू बिल्डींग सिध्देश्वर पेठ, सोलापूर-४१३००५ (महाराष्ट्र)

Principal :- DR. M. A. DALAL

Phone Fax: (0217) 2723279 - Office: (0217)-2312111
Cell:9890919118 Email: socialcollege@gmail.com

2018-2019

Following Teachers and students have been nominated as the members of the Grievances Redressal Committee for the year 2018-2019

Committee members

Sr.	Name of the committee members	position
1	Dr. I.J. Tamboli Asso. Professor	Convenor
2	Dr. N. A. Kakade AssoProfessor	member
4	Dr. G. N. Shaikh Asst.Prof	member
5	Dr. J.K. Mulla Asst.Prof	member
6	Dr. A. A. Gadwal Asst. Prof	member
7	Mr. AltafHotgi Office supt.	member
8	Kotwal Fatima Harun rashid Student	member
9	Qureshi Dawood Student	member

Principal

Dr. M.A. Dalal

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NOTICE

Date:20/9/2018

A meeting of the members of the Grievances Redressal committee is called on 21/9/2018 in the principal's cabin at 12:30. the agenda of the meeting is

- Agenda:** 1. to read and confirm the minutes of the last meeting
2. To see if there are any grievances of teacher and student
3. Fan and tube light installation in the staff room
4. Any other subject by permission of chair

Dr. I.J. Tamboli Convenor

Dr. N. A. Kakade

Dr. A. S. Khan

Dr. G. N. Shaikh

Dr. J.K. Mulla

Dr. A. A. Gadwal

Mr. AltafHotgi

Kotwal Fatima Haroon Rashid

Qureshi Dawood

Date: 21/9/2018

Minutes of the Meeting

A meeting of the Grievances Redressal committee was called on 21/9/2018 in the principal's cabin. The convenor, principal and all the members acted upon the agenda of the notice

1. The minutes of the previous meeting were read and confirmed.
2. Broken benches in many of the class room are to be repaired, matter forwarded to Principal
3. Fans and tubes installed in the staff room
4. As there is no subject the meeting concluded with vote of thank to the chair.

Dr. I.J. Tamboli Convenor

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Dr. A. S. Khan

Dr. G. N. Shaikh

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NOTICE

Date:05/ 3/2019

A meeting of the members of the Grievances Redressal committee is called on 06/3/2018 in the principal's cabin at 12:30. the agenda of the meeting is

- Agenda:** 1. to read and confirm the minutes of the last meeting
2.To see if there are any grievances of teacher and student
3.Any other subject by permission of chair

Dr. I.J. Tamboli Convenor

Dr. N. A. Kakade

Dr. A. S. Khan

Dr. G. N. Shaikh

Dr. J.K. Mulla

Dr. A. A. Gadwal

Mr. AltafHotgi

Principal

Dr. M.A. Dalal

S.S.A's & COMMERCE COLLEGE, SOLPUR

REPORT

Grievance Redress Cell

2018-2019

The grievance-redressal committee received the following grievances of students and teachers. The committee members unanimously solve the issues through proper channel. A report of the grievances and their solution is as under.

1] **Grievance:** The librarian of the college in his application dated: 10/9/2018 complained of insufficient lights and fans in the library reading hall, he want extra tube light and fan to be installed in the library

Action: The grievance redressal committee after going through the grievance of the librarian forwarded his application to the principal and recommended for the tube light and fan. The principal in his authority installed a fan and tube light in the library, it is serving light and air in the library

2] **Grievance:** The student of B.A-II in their application dated: 11/9/2018 complained for the broken benches with creaking noises. Their grievance is to get the benches repaired immediately

Action : the committee members after going through he application of the aggrieved student forwarded the same to the principal for the necessary action. The principal in return called the carpenter and got the benches repaired.

3] **Grievance:** the student of the department of English and Geography on 1/3/2019 gave complaint in writing that, the ceiling fans in their class are not in working, they want to get it repaired for use.

Action: The committee after going through the application forwarded the same to the principal for the immediate action to repair the fans and to give comfort to the student, the principal in return got the ceiling fan repaired from the electrician.