

Filed a grievance?

CITY UNIT

Now what?

Grievance No: _____

Issue: _____

Article 16 in your Collective Agreement: Grievances

905-522-0917 www.cupe5167.org



GMO: If the grievance remains unresolved, both parties may consent to **General Mediation (GMO)**. Mediation will take place at Human Resources. **The Member and the Grievance Committee are in one room and the Employer in another.** A mediator will go between rooms trying to assist in a settlement.

Date/Time: _____

Location: _____

STEP ONE: You may meet within 21 days of the grievance being filed with your Supervisor or Manager to discuss the issue. **A Union Representative will be with you.** This usually takes place at your workplace. After the meeting the Employer will issue a response in writing either denying the grievance, or an offer to settle the grievance may have been worked out at the meeting.

Date/Time: _____

Location: _____

ARBITRATION: In the event GMO is not accepted or does not resolve the grievance, the Grievance Committee will recommend if it should proceed to arbitration. Arbitration is usually booked approximately a year away. The Member will have representation arranged through the Union. **Please note that any outcome from an arbitration will be a matter of public record.** Arbitration is a court like setting. The Arbitrator will hear both sides of the case. The Member and potential witnesses will testify and be cross examined. Arbitration is final and binding.



jc 2022

Date/Time: _____

Date/Time: _____

Date/Time: _____

Location: _____

Union Representation Contact Information:

STEP TWO: If there is no settlement the Union can re-submit the grievance within 14 days. **The Member, Grievance Committee and Employer will meet at Human Resources** to try to resolve the grievance. The Employer will issue a response within 14 days.

Date/Time: _____

Location: _____



The Member is responsible for providing supporting information and documentation to support the grievance.