

RBG UNIT

Filed a grievance?

Now what?

Article 17 in your CA.

Grievance No: _____

Issue: _____



STEP ONE: The Employee and Union Representative shall

discuss the grievance or complaint with the Employee's Supervisor or Manager.

Step One is skipped when the dispute involves:

- CA Language interpretation
- Group Grievance
- Termination
- Employer Grievance

STEP TWO: If there is no resolve with the Supervisor or Manager, a grievance can be filed within 10 working days. The Employer will issue a response within 10 working days to the Union. Discussions will happen to seek resolution within 21 calendar days.



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

General Mediation (GMO). If the grievance remains unresolved, both parties may request to proceed to **GMO**. Mediation is where 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. Please note failure by either party to attend within 3 months of the referral, provided the mediator schedule allows for, the grievance will be considered settle in favour of the grievor.

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 based on the merits of the case. 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.

Date/Time: _____

Date/Time: _____

Location: _____

Union Representation Contact Information:

rbgvp@cupe5167.org

vicepresident@cupe5167.org