

Grievance



Some important points from collective agreement



Wages



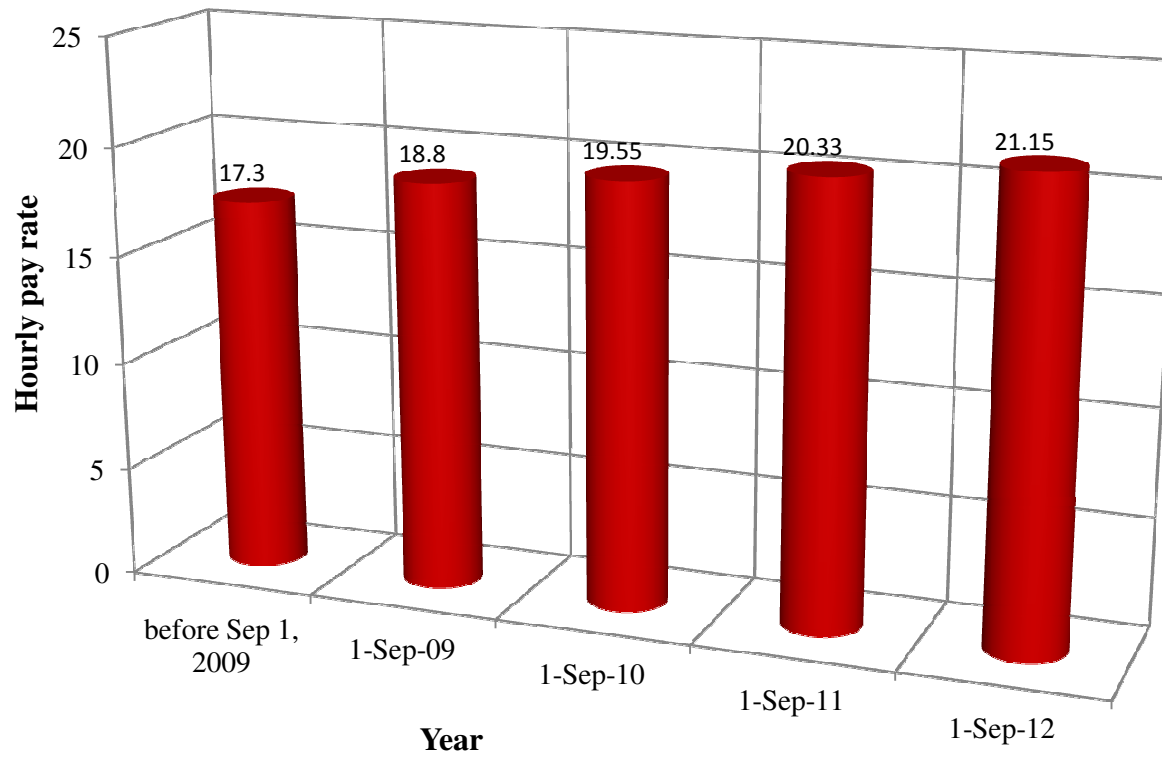
Leaves

Hours of work and work assignment

Designated University holidays



Wages



Duties and rights of union members



There are 4 basic rights for a member:

- ❖ The right to participate in union activities
- ❖ The right to bargain collectively
- ❖ The right to strike
- ❖ The right to grieve

Definition of grievance



Grievances are concerns, problems or complaints raised by a staff member

or

A formal written complaint

According to TAUMUN collective agreement

“Any difference arising out of the interpretation, application, administration or alleged violation of the Collective agreement, including any question as to whether a matter is arbitrable.”

Reasons for grievances



Issues that may cause grievances include:

Terms and conditions of employment

Health and safety

Work relations

Bullying and harassment

New working practices / organisational

Changes

Discrimination

When to file a grievance?



A grievance clearly exists if:

1. Management violates the collective agreement
2. The employer violates past practice
3. Management violates its own responsibilities
4. Management breaks the law

Alternatives to grievances



1. Informal problem-solving
2. Consider alternative dispute resolution
3. File a policy grievance on behalf of the union
4. Just say no - gently

How to file a grievance



Important things to consider:

Timeliness

Use a PSAC grievance form

File the grievance

Consider additional avenues

If necessary, put the grievance on hold

Withdrawing the grievance

Get the help

Closing the loop

Types of grievances



Individual grievances

Group grievances

Policy grievances

Grievance procedure



3 step procedure

Step 1:

grievance shall be submitted to the Administrative Head within 30 days

Try to resolve the problem at step 1

Administrative Head shall provide a written response within 20 days

Step 2:

Union may submit the grievance in writing to the Dean of Graduate Studies within 15 days

The Dean shall convene a grievance resolution meeting between the parties to make a good faith

The dean shall provide a written decision within 20 days

Grievance procedure



Step 3:

Failing a satisfactory, Union may decide to take the grievance to arbitration and shall notify the Dean of Graduate Studies its Intension in written form within 20 days

Arbitration procedure



Within 15 days of step 3 the parties shall appoint a sole arbitrator to hear the grievance

If parties fail to agree the Minister of Human Resources Labour and Employment shall appoint a sole arbitrator to hear the grievance

The parties must agree by mutual written consent to have the grievance heard by a board of arbitration

Within 15 days each party shall notify the other party in writing indicating the name, address and telephone number of its nominee to the arbitration board

Within 10 days the parties shall appoint the second nominee

Arbitration procedure



All these nominees shall select a person to chair the board of arbitration

After listening to the arguments from the both sides the sole arbitrator will take the final decision

Arbitrations shall be held at the location outside the university's premises

Grievance form



<http://psac.com/documents/what/grievance-form-bil.pdf>