

Grievance Committee

Our Collective Agreements protect our rights as Employees in many ways: our pay, work schedule, health and safety, benefits, our right to fair treatment and much more. The Grievance Procedure is the primary way UNA resolves Employee concerns. If you have a concern you should contact your Local Executive or a Labour Relations Officer, and if no solution can be quickly worked out, they will file a grievance.

Purpose:

- Protect the rights of the nurses as provided in the Collective Agreement.
- Regulate working conditions and management practices so they conform to the Collective Agreement.
- Clarify the rights of nurses through interpretation of the Collective Agreement. Such an interpretation process highlights the wording weaknesses, and provides direction for improvements in subsequent rounds of bargaining.
- Ensure equal and fair treatment of all workers covered by the Collective Agreement.
- Provide a systematic means of problem-solving.
- Demand the employer and the Union assemble facts and arguments to justify their respective positions.
- Provide for final resolution of disputes by third parties. Such resolutions are binding and aim to cure arbitrary, unreasonable or threatening actions of employers.
- Develop a pattern of uniformity of settlement, decisions and interpretations.

Filing a Grievance

A Grievance is a formal complaint regarding "a dispute that arises between the Employer and the Employee regarding the interpretation, application or alleged violation of the Collective Agreement". If a dispute arises between a nurse and a doctor; between two nurses; between a nurse and another employee; or between a nurse and a patient, it is unlikely the subject matter of a grievance. The dispute must be able to be characterized as being between the Employer and the Employee, and must pertain to the employment relationship. There are individual, group and policy grievances.

A Grievance should not be dealt with solely by the affected employee. Your Labour Relations Officer and Local Grievance Committee should be contacted immediately to advise you as to the correct grievance procedure.

There are certain steps to follow to file a Grievance. Contact your LRO who will follow the process:

1. Before the complaint becomes a grievance, an attempt must be made to settle the dispute through discussion with the immediate supervisor.
2. If unresolved through discussion, the grievance must be submitted in writing to the Director of the Department. It must be submitted within the time frame specified in your Collective Agreement. The deadline is a number of days (usually ten) after the employee became aware of the occurrence of the act causing the grievance. The Director must then reply with a decision within the time specified in your contract.
3. If not resolved satisfactorily by the Director, the grievance may be taken within the stated time in your contract to the Administrator. The decision shall be advanced within the stated time of your contract.
4. At this point the Local may want to go to mediation. The mediators recommendation is not binding and arbitration remains an option.
5. If the decision of the Administrator is not acceptable to the Union, it may submit the grievance to arbitration. This must also happen within the time frame specified by the contract. The award of the arbitrator is final and binding on the parties.

Further information about Grievances is found in your Collective Agreement.