

Ten Day time limit to file a grievance

If your rights under your Collective Agreement are violated, the Grievance process is your recourse to protect yourself.

The Collective Agreement stipulates that an Employee has ten (10) working days (i.e. excluding weekends and Stat holidays) to file a grievance concerning a violation of the Collective Agreement.

When does the ten (10) day period start?

When an Employee becomes aware, or reasonably ought to have become aware, of the issue. Once your manager provides you with an answer or information that you believe is contrary to the Collective Agreement, you have ten (10) working days to contact your Local reps and/or your LRO to discuss filing a grievance and for the Union to submit the grievance in writing.

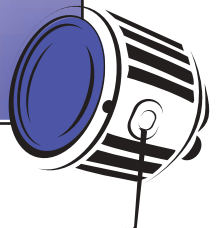
EXAMPLES:

- If your manager informs you of a decision to deny you a requested vacation day, you have ten days from that point to grieve.
- You have 10 days from when you receive your pay stub and realize you have been paid incorrectly (e.g. you weren't paid overtime for working on a day of rest) to file a grievance.

ACT IMMEDIATELY:

- Contact your Local representative as soon as you believe your rights have been violated and you want it resolved.
- You don't want to miss your opportunity for resolution by missing the ten (10) day timeline!
- When in doubt about timelines, contact your Local representative or LRO.

SPOTLIGHT on your UNA contract



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Questions?
Contact your UNA Executive or Labour Relations Officer.