Communication Links Related to Issues Under the Collective Agreement and Other Labour Relations Matters

Member has issue of concern.

Takes it to Unit Rep (where applicable), Bargaining Unit President or Grievance Officer.

Issue is resolved.

Issue is unresolved. The Bargaining Unit President/Grievance Officer contacts the Labour Relations Officer (LRO) to discuss the best way to proceed. Information is gathered, Fact Sheet completed and copies sent to LRO. Process under collective agreement followed.

Identified process under collective agreement followed (e.g. grievance, Professional Responsibility Complaint, etc.).

Issue is resolved with the employer.

Issue is unresolved. Issue is unresolved. Bargaining Unit representatives, LRO and member, where applicable, discuss or meet to review issue. All additional information supplied to the LRO.

Meeting held with the employer.

Issue is resolved. Bargaining Unit President/Grievance Officer contacts the member with the outcome.

Issue is unresolved. Leads to the assessment of the issue being forwarded to arbitration or some other venue by the LRO, in consultation with the Bargaining Unit President/Grievance Officer. The member is advised of decision and whether the issue will or will not proceed further.

Arbitration Hearing or other proceeding takes place.

Issue is finalized. Bargaining Unit President/Grievance Officer contacts the member with the outcome.