

IS IT A GRIEVANCE? Learning Exercise

Instructions: Using your contract, answer the following questions to the best of your ability.

Discuss any questions with your chief steward or council representative. If you are an Apprentice Steward, send the completed exercise to your mentor for feedback.

1. What is the definition of a grievance according to your contract?

2. Read the following scenario. Using your contract, decide if the issue is a grievance.

Julia, a potential grievant, has requested 2 days of vacation leave to attend a family wedding next month. The supervisor denied the request and informed Julia over email that it was 'unprofessional' to request vacation leave during the first 6 months of employment. Julia has been an employee for 4.5 months.

Is it a grievance?

Yes

No

3. Why or why not? If yes, which article(s) would you cite?

4. Are there additional problem solving approaches that should be explored instead of OR in addition to filing a grievance?

5. Read the following scenario. Using your contract, decide if the issue is a grievance.

Ray recently reviewed his personnel file and discovered a performance evaluation on file from 7 years ago. For personal reasons, Ray struggled to keep up at work that year for a period of about 3 months. Ray has not had any documented performance issues since that time. He believes that this performance evaluation should have been automatically removed from his file after 5 years and wants to file a grievance.

Is it a grievance?

Yes

No

6. Why or why not? If yes, which article(s) would you cite?

7. Are there additional problem solving approaches that should be considered instead of OR in addition to a grievance?

8. Read the following scenario. Using your contract, decide if the issue is a grievance.

After lunch today, several coworkers noticed a strange smell in the building. Within the next hour, one co-worker had to go home with a headache. A second co-worker became sick at work and had to be picked up by a family member. Several employees are worried that something in the air is causing these symptoms. The supervisor sent out an email asking employees not to overreact and to stay at their work stations or risk discipline.

Is it a grievance?

Yes

No

9. Why or why not? If yes, which article(s) would you cite?

10. Are there additional problem solving approaches that should be considered instead of OR in addition to a grievance?

11. Read the following scenario. Using your contract, decide if the issue is a grievance.

Simone, a potential grievant, works in Stevenson. On January 18th, the town sustained a severe snow and ice storm. When employees arrived at work that morning the pipes were frozen, and there was no running water in the building. Employees had to use the bathroom at the bar and grill next door and purchase bottled water across the street. In order to reach the bar and grill safely, employees shoveled a path in the snow and scattered rock salt early that morning. Most employees were released at 12pm. Simone and her colleague, both custodians, were released at 2pm.

Is it a grievance?

Yes

No

12. Why or why not? If yes, which article(s) would you cite?

13. Are there additional problem solving approaches that should be considered instead of OR in addition to a grievance?

14. Read the following scenario. Using your contract, decide if the issue is a grievance.

Matteo's aunt passed away two days ago, and Matteo requested three days of bereavement leave to attend the funeral. The supervisor approved the request provided Matteo shows verification of death before taking the leave. Matteo is very offended by this requirement and wants to file a grievance.

Is it a grievance?

Yes

No

15. Why or why not? If yes, which article(s) would you cite?

16. Are there additional problem solving approaches that should be considered instead of OR in addition to a grievance?

17. Read the following scenario. Using your contract, decide if the issue is a grievance.

A majority of your coworkers are talking about the office's new approach to sick leave verification. Over the past three weeks, your supervisor has requested a written medical certificate from everyone who has called in sick. When approached, the supervisor stated that they are 'simply acting to minimize sick leave abuse.' Your coworkers feel disrespected and want to do something to address the issue.

Is it a grievance?

Yes

No

18. Why or why not? If yes, which article(s) would you cite?

19. Are there additional problem solving approaches that should be considered instead of OR in addition to a grievance?

20. When you determine that a potential grievance has no merit (is not a violation of the contract), what should you do?

Mark all that apply.

- Inform the employee of your decision in a face-to-face conversation
- If the employee insists, file the grievance anyway
- Provide the employee an opportunity to explain why they think a grievance should be filed
- Attempt informal resolution with management
- Look for alternative ways to resolve the problem outside the grievance procedure