

FREQUENTLY FILED GRIEVANCES

The purpose of this document is to provide a reference tool of grievance wording for frequently filed grievances.

Job content:

I grieve the employer's failure to provide me with a complete and current statement of duties and responsibilities. This violates Article __ (Statement of duties) of my collective agreement.

Corrective action:

That I be provided with a complete and current statement of the duties of my position, effective from X date. I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

Classification:

I grieve the classification of my position.

Corrective Action:

That my position be reclassified upwards effective X date. I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

Suspension:

I grieve management's decision to suspend me without pay for (X days), the dates being (add dates). I rely on all applicable articles of my Collective Agreement.

Corrective action:

That my suspension be revoked and that I be reimbursed for any losses due to the suspension. I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

Termination:

I grieve management's decision to terminate my employment as of (date). I rely on all applicable articles of my Collective Agreement.

Termination: (Cont'd)

Corrective action:

That my termination be revoked and that I be reimbursed for any losses. I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

Accommodation:

I grieve management's refusal to properly accommodate me. I rely on all applicable articles of my Collective Agreement.

Corrective action:

That I be accommodated properly as required. I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

Leave:

I grieve management's refusal to grant me leave as per Article X of my Collective Agreement. In addition to Article X, I also rely on all other relevant clauses of my collective agreement.

Corrective action:

That I be granted leave as requested. I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

Overtime:

I grieve management's refusal to pay me overtime for the hours worked on (date). I rely on all applicable articles of my Collective Agreement.

Corrective action:

That I be compensated for the overtime worked on (date). I request any other corrective action deemed appropriate in the circumstances and that I be made whole.

NJC Travel Directive:

I grieve Management's failure to provide me with the Travel Allowance as per the Travel Directive. In addition to the Travel Directive, I rely on all other relevant clauses of my Collective Agreement.

Corrective Action:

That I be paid travel expenses. That I receive any and all other remedies deemed just in the circumstances and to be made whole.

NJC Relocation Directive:

I grieve management's decision not to reimburse the full costs of my relocation. I rely on my collective agreement and all related NJC directives.

Corrective Action:

That I receive full reimbursement for my relocation and all allowances available to me. That I receive any and all other remedies deemed just in the circumstances and to be made whole.

Employee Performance Review (Appraisal):

I grieve the contents of my employee performance review dated (Insert Date) for the (Beginning Date) and (End Date) review period. I rely on all applicable articles of my Collective Agreement.

Corrective Action:

I request that the above-noted employee performance review and all copies be withdrawn and destroyed in my presence and that I be made whole.