



Standard Language for frequently filed grievances

Acting Pay

Grievance Wording:

I grieve the failure of my employer to grant me acting pay on _____ as per article _____ of the _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That my employer compensates me appropriately for work performed and all other redress appropriate to the circumstances.

Classification

Grievance wording:

I grieve the classification of my position.

Corrective action:

That my position be reclassified upwards and all other redress appropriate to the circumstances.

NOTE: Classification grievances can only be triggered by two events: 1) Revision of job description by employer or 2) Successful job description grievance.



Standard Language for frequently filed grievances

Discipline – Step in disciplinary procedure

Grievance Wording:

I grieve the _____ (disciplinary act – written reprimand, suspension, etc.) of _____ (date) as per article _____ of the _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That my employer withdraw the discipline dated _____ and all other redress appropriate to the circumstances.

Discipline - Termination

Grievance Wording:

I grieve my employer's decision to terminate my employment effective _____ as per _____ article of the _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That I be reinstated without loss and all other redress appropriate to the circumstances

Discrimination

Grievance Wording:

I grieve my employer's failure to provide a workplace free from discrimination as per _____ article of the _____ collective agreement on the basis of _____ (drop down menu of options) _____. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That my employer provides a workplace free from discrimination and all other redress appropriate to the circumstances.



Standard Language for frequently filed grievances

Health

Grievance Wording:

I grieve the employer's actions that have put my health and safety at risk on or about _____ (enter date(s)) as per article _____ of the _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That the employer ensure I have a healthy and safe environment to work in and all other redress appropriate to the circumstances.

Job content

Grievance Wording:

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 the _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That the duties be added to my statement of duties in order to meet the requirements of Article _____ (Statement of Duties) of my collective agreement and all other redress appropriate to the circumstances.

NOTE: List the duties you wish to have added to your job description, and any proof that you might have that demonstrates that you perform these duties on a regular basis. Do not attach this list to your grievance, rather give it to your Union Representative for presentation at the grievance hearing.



Standard Language for frequently filed grievances

Leave

Grievance Wording:

I grieve the failure of the employer to grant me _____ (Enter type of leave requested) _____ leave on _____ (Date leave was denied) _____ as per _____ (enter article number) _____ article of the _____ (enter which collective agreement) _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That my employer grants me the leave requested and all other redress appropriate to the circumstances.

NJC Grievance

Grievance Wording:

I grieve the failure of my employer to compensate me for _____ as per the intent and spirit of the NJC Directive on _____.

Corrective action:

That my employer reimburses the above cited expenses in full and all other redress appropriate to the circumstances.



Standard Language for frequently filed grievances

Pay (holiday pay, overtime, etc.)

Grievance Wording:

I grieve the failure of my employer to compensate me appropriately for work on or about _____ (enter date(s)) _____ as per article _____ of the _____ collective agreement. I reserve the right to raise any other pertinent articles of the collective agreement.

Corrective action:

That my employer compensates me appropriately and all other redress appropriate to the circumstances.

Phoenix grievances

Grievance wording:

I grieve that I have not been remunerated appropriately as outlined on Pay Action Request (PAR) #(s) _____, _____, and _____ submitted on _____, _____. (Copies attached). This is contrary to Article 65 - Pay Administration, Appendix A-1, and any other relevant articles of the Collective Agreement (if related to overtime pay or allowances, list those articles).

Corrective Action:

To be compensated appropriately, and all other redress appropriate to the circumstances.