BC NURSES' UNION
Standing up for health care

BCNU INTERNAL GRIEVANCE PROCESS

ISSUE

MEMBER RAISES AN ISSUE

The member meets with a steward to discuss and investigate the issue.

The member, steward, and employer meet to formally discuss the issue. (Step 1) → **RESOLVED**

The member and steward meet with LRO to discuss and investigate the issue.

UNION OWNS THE GRIEVANCE

ISSUE IS EVALUATED by LRO, Team Lead & Coordinator → **WITHDRAWN**

Grievance form filed

The member, steward, LRO, and employer meet to formally discuss the issue. (Step 2) → **RESOLVED**

UNRESOLVED Grievance Assessment Committee (GAC)

- **WITHDRAW GRIEVANCE**
- **ACCEPT OFFER**
- **3RD PARTY** Expedited arbitration or full arbitration → **RESOLVED**

A letter will go to the member outlining the decision, rationale, and their right to appeal the decision of GAC.

RESOLVED Member does not appeal and accepts decision

APPEAL Member appeals GAC decision in writing within 30 days

The member meets with the GAC Appeal Committee to present their case on why the grievance should move forward.

- **RESOLVED** The GAC decision is upheld
- **APPEAL GRANTED** The GAC decision is overturned