

# GRIEVANCE HANDLING



## TYPES OF NBA GRIEVANCES

Type of NBA Grievance	Applies To	Example	Articles Noted	Who Files	Article 9 Timelines (Amending Time Limits in 9.05)	Third Party Options	Grievor Appeal Option
<b>Individual 9.02</b>	Single employee	Individual not getting paid OT for meal breaks	2, 3, 6, 9, 26, AORA	Steward	<ul style="list-style-type: none"> <li>&gt; Step 1-meet in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; Step 2-file form in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; BCNU referral in 90 days</li> </ul>	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
<b>et al 9.02</b>	More than one employee on same issue. <i>Note - one employee named as primary; others et al. Note - only names and signatures listed on grievance form will receive a remedy.</i>	Employees in entire unit not getting paid OT for meal breaks	2, 3, 6, 9, 26, AORA	Steward	<ul style="list-style-type: none"> <li>&gt; Step 1-meet in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; Step 2-file form in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; BCNU referral in 90 days</li> </ul>	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
<b>Union (individual and et al) 9.02</b>	Employee unwilling to grieve so union grieves issue.	Individual not getting paid OT for meal breaks	2, 3, 6, 9, 26, AORA	Steward	<ul style="list-style-type: none"> <li>&gt; Step 1-meet in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; Step 2-file form in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; BCNU referral in 90 days</li> </ul>	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
<b>Single Employer Policy Dispute (SEPD) 9.03</b>	All employees under a single employer policy (may be unit, program, or department specific; or include the entire organization). <i>Note - best supported by multiple individual grievances on the same issue; and individual grievances may continue to be filed and attached even after SEPD filed.</i>	Hospital A Sick Leave Policy refuses to pay sick leave unless approved by manager	2, 3, 6, 9, 42, AORA	LRO	<ul style="list-style-type: none"> <li>&gt; Step 1-BCNU advises ER in 21 days</li> <li>&gt; Step 2-BCNU files form in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; BCNU referral in 90 days</li> </ul>	BCHOA - expedited or full arbitration	No - Union carries the grievance
<b>Dismissal or Suspension 9.06</b>	Individual employee	Employee terminated for stealing narcotics OR suspended for theft of time	2, 3, 6, 9, 16, AORA	LRO	<ul style="list-style-type: none"> <li>&gt; Step 1- ER advises BCNU in 7 days</li> <li>&gt; Step 2-BCNU files form in 14 days</li> <li>&gt; ER response in 7 days</li> <li>&gt; BCNU referral in 90 days</li> </ul>	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
<b>Industry Wide Application Dispute 9.07</b>	HEABC & NBA	Failure of HEABC to implement wage increases	2, 3, 6, 9, 62, AORA	BCNU	<ul style="list-style-type: none"> <li>&gt; Step 1-BCNU files form in 21 days</li> <li>&gt; Step 2-meet in 60 days</li> <li>&gt; BCNU referral in 60 days</li> </ul>	BCHOA - expedited or full arbitration	No - Union carries the grievance