

GRIEVANCE HANDLING

ANY OTHER RELEVANT ARTICLE (AORA)

When stewards complete the grievance form, they are asked to provide all relevant articles. Typically, the main article being grieved is listed, and any other related articles (AORA). Stewards are encouraged to grieve these standard “default” articles when completing a grievance form in addition to the articles directly pertaining to the issue in dispute. **Why?** Because these articles are *related* to the main issue and may directly impact the discussions that occur to resolve the issue.

NBA Article 2 - Purpose of the Agreement

This article is important as it sets the intent and tone of the entire collective agreement as well as the relationship between the union and the employer. Essentially, that its purpose is to “maintain a harmonious and mutually beneficial relationship between the Employer and employees and between the Union and the Employer.” Grieving this article serves as reminder for the parties of this intent when engaged in the grievance process.

NBA Article 3 - Management Rights

This article serves as a reminder to parties on what the employers rights are and their requirements around developing and communicating policies. Many disputes arise out of employers not following their own policies or when their policies or the actions they take supersede their rights under the collective agreement.

NBA Article 6 - Union Rights and Activities

This article covers the duties, rights, and responsibilities of stewards who are tasked with upholding the collective agreement. Grieving this article is important as it outlines what meetings stewards should attend with members and provides the authority for stewards to conduct investigations on behalf of the union including the right for members and stewards to access their personnel files. Furthermore, it identifies the responsibility of the employer to compensate stewards for work performed under this article.

NBA Article 9 - Grievances

Most grievance procedures contain a preamble that sets the stage for grievances by stating that the parties: the union and the employer have a common interest in resolving disputes and that grievance procedure is a tool used to solve them. This article should be raised as a procedural reminder to the parties regarding the grievance process, timelines and steps that should be taken to resolve issues and disputes.

It is also helpful to note that some grievance procedures, like the one under the NBA, explicitly state that information that is relevant to the dispute should be shared between the parties.

PRO TIP: Stewards are encouraged to connect with their Labour Relations Officer (LRO) for guidance when filing grievances to strategize and consider all problem-solving options.

The articles referenced above are recommended specifically for the nurses' bargaining association (NBA) collective agreement. Members under a different collective agreement should check their agreement for articles that correspond to these and use the associated numbers instead.