

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
Individual 9.02	Single employee	Individual not getting paid OT for meal breaks	2, 3, 6, 9, 26, AORA	Steward	<ul style="list-style-type: none"> > Step 1-meet in 14 days > ER response in 7 days > Step 2-file form in 14 days > ER response in 7 days > BCNU referral in 90 days 	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
et al 9.02	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"> > Step 1-meet in 14 days > ER response in 7 days > Step 2-file form in 14 days > ER response in 7 days > BCNU referral in 90 days 	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
Union (individual and et al) 9.02	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"> > Step 1-meet in 14 days > ER response in 7 days > Step 2-file form in 14 days > ER response in 7 days > BCNU referral in 90 days 	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
Single Employer Policy Dispute (SEPD) 9.03	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"> > Step 1-BCNU advises ER in 21 days > Step 2-BCNU files form in 14 days > ER response in 7 days > BCNU referral in 90 days 	BCHOA - expedited or full arbitration	No - Union carries the grievance
Dismissal or Suspension 9.06	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"> > Step 1- ER advises BCNU in 7 days > Step 2-BCNU files form in 14 days > ER response in 7 days > BCNU referral in 90 days 	BCHOA - expedited or full arbitration	Yes (30 days from GAC letter)
Industry Wide Application Dispute 9.07	HEABC & NBA	Failure of HEABC to implement wage increases	2, 3, 6, 9, 62, AORA	BCNU	<ul style="list-style-type: none"> > Step 1-BCNU files form in 21 days > Step 2-meet in 60 days > BCNU referral in 60 days 	BCHOA - expedited or full arbitration	No - Union carries the grievance