CONTRACT INTERPRETATION

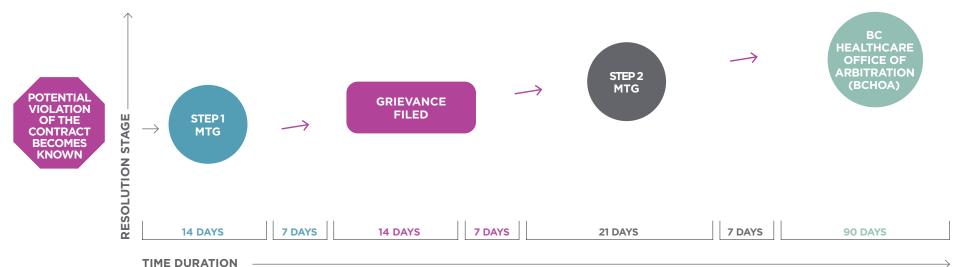


NBA ARTICLE 9 GRIEVANCE PROCESS - INFOGRAPHIC

2014-2019 NBA Provincial Collective Agreement

This process applies only to grievances filed under Article 9.02 of the NBA Provincial Collective Agreement.

As per Articles 9.01 and 9.11, in an effort to recognize the common interest in resolving grievances, each party agrees to share all legally permissible information during the grievance procedure.



Steward & Member meet w/ **Employer**

Meeting to take place within 14 days of the incident, or from when the employee becomes aware of the issue.

Joint Decision

Employer and Steward have up to 7 days to jointly determine if the issue has been resolved.

Steward submits grievance

If unresolved. steward must file a written grievance within 14 days of Employer denial. Steward may consult with LRO during this time.

Employer Response

Employer has 7 days to provide a written response with reasons for denial.

LRO meets w/ **Employer**

Meeting to take place in an attempt to resolve the issue(s).

Employer Response

Employer has 7 days to provide a written response.

Union to refer grievance to **BCHOA**

If unresolved. Union has 90 days from the receipt of the Employer's written response to refer to the BCHOA for final