

GRIEVANCE HANDLING

BCNU INTERNAL GRIEVANCE PROCESS MEMBER The member meets with a steward to discuss and investigate the issue. **OWNS THE GRIEVANCE** The member, steward, and employer **RESOLVED** meet to formally discuss the issue. (Step 1) **UNRESOLVED** Grievance is filed The member and steward meet with LRO to discuss and investigate the issue. The member, steward, LRO, and employer **RESOLVED** meet to formally discuss the issue. (Step 2) **UNRESOLVED** Grievance Assessment Committee (GAC) UNION **WITHDRAW** RECOMMEND **3RD PARTY** Expedited arbitration or full arbitration **GRIEVANCE ACCEPT OFFER OWNS THE GRIEVANCE** A letter will go to the member outlining **RESOLVED** the decision, rationale, and their right to appeal the decision of GAC. RESOLVED **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 APPEAL GRANTED The GAC decision is overturned