



NATIONAL POLICY GRIEVANCE #: BTS-ON-2023-004

LOCAL #: _____ **BARGAINING UNIT:** Bell Technical Solutions (Ontario)

NAME OF GRIEVOR(S): Clayton Nunn, National Representative on behalf of Unifor

OCCUPATION OF GRIEVOR(S): _____ **DEPARTMENT:** _____

LEVEL 1 MANAGER'S NAME: _____ **ADDRESS:** _____

DATE OF THE EVENT GIVING RISE TO THE GRIEVANCE OR COMPLAINT: ONGOING

NATURE OF THE GRIEVANCE OR COMPLAINT (INCLUDING LOSS OR DETRIMENT SUFFERED):

The Company has and continues to initiate meetings with our members, without the presence of a union representative, for reasons related to coaching for success (CFS). This is a clear violation of Article 12.02 of the collective agreement. Furthermore, this is an arbitrary, discriminatory and bad faith exercise of management rights.

FOR GRIEVANCES, STATE CONTRACT CLAUSE(S) ALLEDGED TO HAVE BEEN VIOLATED:

The Company is violating Article 12 -Disciplinary and Non Disciplinary Action. The Union grieves under Article 12.02 and all other relevant clauses of the CBA.

SETTLEMENT DESIRED:

The Union demands the Company cease and desist its current directive and provide all unionized members within the bargaining unit, proper representation in all disciplinary or non-disciplinary situations, including coaching, as per the CBA. Full Redress

UNION STEWARD: _____

SIGNATURE OF GRIEVOR(S): Clayton Nunn – National Representative

DATE: November 8th 2023

MANAGER'S SIGNATURE UPON RECEIPT: _____ **DATE:** _____

STEP 1:

DATE MANAGER ADVISED OF GRIEVANCE: _____ **DATE DECISION RENDERED:** _____

UNION REP.: _____ **MANAGEMENT REP.:** _____

STEP2:

DATE MANAGER ADVISED OF GRIEVANCE: _____ **DATE DECISION RENDERED:** _____

MANAGEMENT STATEMENT OF POSITION: _____

UNION REP.: _____ **MANAGEMENT REP.:** _____

DISPOSITION OF THE GRIEVANCE OR COMPLAINT AFTER STEP 2: _____

REFER TO STEP 3

OTHER (PLEASE PROVIDE DETAILS): _____
