

## Examples of Grievance Wordings

### Discharge:

**Nature of Grievance: I have a grievance under the Collective Agreement and/or any applicable law because I was discharged without just cause.**

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### Disciplinary (i.e. warnings, suspensions or demotions):

*Nature of Grievance:* I have a grievance under the Collective Agreement and/or any applicable law because I was disciplined without just cause.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### Job posting (no posting):

*Nature of Grievance:* I have a grievance under the Collective Agreement and/or any applicable law because the job of \_\_\_\_\_ was not posted.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### Job posting (non-appointment):

*Nature of Grievance:* I have a grievance under the Collective Agreement and/or any applicable law because I was not awarded the job of \_\_\_\_\_ as posted.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### **Improper pay:**

*Nature of Grievance:* I have a grievance under the Collective Agreement and/or any applicable law because I was not properly paid for work performed.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### **Overtime:**

*Nature of Grievance:* I have a grievance under the Collective Agreement and/or any applicable law because I was not asked to work overtime.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### **Lay-off:**

*Nature of Grievance:* I have a grievance under the Collective Agreement and/or any applicable law because I was laid off improperly.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).

### **Non-bargaining unit people working:**

*Nature of Grievance:* I/we have a grievance under the Collective Agreement and/or any applicable law because non-bargaining unit people performed bargaining unit work.

*Settlement requested in Grievance:* Full redress immediately.

*Agreement Violation:* Including but not limited to (number of a relevant article or name of applicable law).