

## **Shop Stewards Council Resolution Sends Clear Message**

Sisters and Brothers,

At the Shop Stewards Council meeting on Thursday, February 15<sup>th</sup>, the Council body passed a Resolution which sends a clear message to both the Union and the Company that grievances must be dealt with in a timely manner and in accordance with the updated grievance procedure bargained in the last set of negotiations.

The Resolution, which was passed unanimously, reads as follows:

### **Shop Steward Council Resolution**

*Whereas*

*There are a number of outstanding grievances in the grievance procedure that have not been settled*

*And whereas*

*In 2017 bargaining, the Union and Company negotiated a new Grievance Procedure to better facilitate the progression of grievances through the system*

*And whereas*

*The company has not held any grievance meetings at the new Hearing stage or Pre-Arb stage since the new 2017 CLA has been ratified over 6 months ago*

*And whereas*

*The number of outstanding grievances are already over 25 cases at the Arbitration level, and a Kaizen has not been held as per 7-LI-#1 dealing with this backlog*

*And whereas*

*Section 2(a) of 7-LU-#1 specifically states that "The Union and Company will use their best efforts to ensure all grievances progress through the Grievance Procedure in a timely manner."*

*And whereas*

*Article 7.14 Arbitration does not limit the number of arbitrations that can be heard in a calendar year or the length of those hearings*

*And whereas*

*The new Grievance Procedure has a built-in remedy available to the Union if cases are not heard or resolved at a particular stage, that the Union may advance to the next stage*

*See reverse side...*

*And whereas*

*The vast majority of grievances are settled at the Pre-Arb or Arbitration stage*

*And whereas*

*The Shop Steward Council and membership-at-large expect grievances to progress through the grievance procedure in a timely manner*

*Therefore*

*The Shop Steward Council directs the Grievance Committee to:*

- 1. Immediately request in writing, a Kaizen to deal with the backlog of cases as per 7-LI-#1, if not already done so. If a Kaizen is not held within 30 days after making such request, or if no resolution at the Kaizen, to contact the named Arbitrators listed in Article 7.14(a) and schedule those outstanding grievances at the Arbitration Stage.*
- 2. Advance grievance cases at the Hearing Stage that have gone past the timelines in the Grievance Procedure, to the Pre-Arb Stage*
- 3. Advance grievance cases at the Pre-Arb Stage that have gone past the timelines in the Grievance Procedure, to the Arbitration Stage*
- 4. To advance these cases forward in an order that advances the objectives of the Union and/or membership*
- 5. Develop a comprehensive strategy (in conjunction with Unifor 2301 Local Executive and Shop Steward Council Executive) to fully utilize the regular Arbitration procedure and Sections 104 & 105 (or other sections) of the Labour Code in scheduling and hearing outstanding grievances to be resolved in an expeditious and timely manner.*

The Resolution is borne from the frustrations of members, shop stewards and Union leadership at the company's failure to follow the new grievance procedure which was bargained in good faith with the intent to make for a more efficient procedure.

In response to continued pressure on the employer to follow the steps and processes identified in the above resolution, the company has begun to cooperate in following the language bargained to address outstanding grievances. Moreover, the Resolution also gives a clear indication to the company that the Union will continue to be unrelenting in enforcing the processes and procedures in the collective agreement and will utilize other available avenues to ensure that members' grievances are addressed in an efficient manner.