



Unifor National Policy Grievance Ontario # BTS-ON-18-03

Date of the Event Giving Rise to the Grievance or Complaint: October 24, 2018 and on going

Nature of the Grievance or Complaint (Including Loss or Detriment Suffered): The Company is directly bypassing the Union and the elected bargaining committee, in attempts to undermine the New Collective Agreement with their "Round Table" meetings with employees. The Company is discussing items rejected by the Union during bargaining and suggesting processes that violate the Collective Agreement.

For Grievances, state contract clause(s) alleged to have been violated: The Union alleges the Company to be in violation of the Collective Agreement and in particular but not limited to article(s); 1 and LOA #1-Labour Relations Committee(LRC) and any other article, statute or law that may apply.

Settlement Desired: Full redress including; immediate cease and desist of these meetings , declaring the Company in violation of the new Collective Agreement and written retraction to all employees including communicating that the Company will follow LOA #1 – LRC.

I consent to the collection, use and disclosure of my personal information by Unifor, Union of Canada, in the course of pursuing this grievance or complaint against my employer.

Tyson Siddall, Telecommunications Director

Signature of Grievor(s):  _____

Date: Oct. 30, 2018

Manager signature upon receipt: _____

Date: _____

Step 1:

Date Operations Manager Advised of Grievance: _____ Date Decision Rendered: _____
Union Rep: _____ Management Rep: _____
Resolution: _____

Step 2:

Date Regional Manager Advised of Grievance: _____ Date Decision Rendered: _____
Union Rep: _____ Management Rep: _____
Resolution: _____

Refer to Pre-Arbitration Step Date: _____

One Copy for Management, One Copy for Union, One Copy for Grievor