

UNION FACT SHEET

FOR THE UNION ONLY

(Do Not give a copy to employer)



Grievance Number: (for office use only)

WHO is involved in the grievance:

Grievor's Name:

Grievor's Work Location: (Employer's Name)

Name:

Department:

Company start date:

Job Class:

Phone:

Rate\$:

Grievor's Job Title:

Date grievance submitted to employer:

Witness:

Witness:

Name:

Name:

Department:

Department:

Phone number:

Phone number:

WHAT happened? What is the grievance about?

Please send a copy of this form to: grievance@usw2009.ca

WHEN did the grievance occur? (date and time, duration, how often, within time limits?)

WHERE did the grievance occur? (exact location, department, machine, aisle, etc.)

WHY is this a grievance? (violation of contract, past practice , MOU, law, safety regulations, etc.)

WANT the grievance resolved by full redress including lost monies and ...

**CHECKLIST
FOR GRIEVANCE INVESTIGATION
HAVE THESE POINTS BEEN COVERED AND ENTERED ON FACT SHEET?**

- ** Discharge and Penalties**
1. Just cause.
 2. Complete statement of events leading to discipline.
 3. Date and times (important to document).
 4. Supervisor's name.
 5. Name, address, phone and statement of witness (if any).
 6. Employee's record.
 7. Print or diagram of area (if applicable).

- Job Posting**
1. Grievor's classification and seniority.
 2. Grievor's previous classifications.
 3. What grievor was temporarily promoted to.
 4. Date of promotions (if any).
 5. Pay stubs if possible.
 6. Grievor's experience in vacancy requested.
 7. Name and seniority of employee awarded job.
 8. Number of posting and grievor's application.
 9. Articles violated.

- Job Postings
(Improper or Non-Posting)**
1. Classification of vacancy.
 2. Area vacancy existed.
 3. Name of employee who held vacancy.
 4. Name of employee promoted to fill vacancy.
 5. Article violated.
 6. Shift at time of posting.

- Removed from posting**
1. Grievor's posted classification.
 2. Date of last posting.
 3. Grievor's qualifications.
 4. Reasons for removal.
 5. Classification assigned to.
 6. Name of employees junior and not affected.

- Temporary Promotion**
1. Grievor's seniority and classification.
 2. Grievor's qualification.
 3. Classification promotion was made.
 4. Time of promotion.
 5. Availability of grievor at time of promotion.
 6. Name of supervisor involved.
 7. Name of employee promoted.
 8. Location promotion made.
 9. Instructions to grievor (if any).
 10. Exact work performed by grievor.
 11. Articles violated.

- Improper Pay
(Work assignment)**
1. Grievor's regular posted classification.
 2. Grievor's regular work assignment.
 3. Grievor's assignment on day in question.
 4. Name of employees who worked in grievor's place (if any).
 5. Name of employee available (junior to grievor).
 6. Date of grievor's last posting.
 7. Safety involved (if any).
 8. Rate of pay applicable to assignment.
 9. Exact work performed by grievor and instructions from supervisor.
 10. Articles violated.

- Demotion**
1. Grievor's classification and seniority.
 2. Number of employees affected.
 3. Grievor's qualifications.
 4. Classification demoted to.
 5. Name of junior employees holding higher rated jobs (if any).
 6. Name of employee performing grievor's regular work (if any).
 7. Articles violated.

- Overtime**
1. Grievor's classification.
 2. Shift or work group.
 3. Date and shift overtime was scheduled.
 4. Classification scheduled for overtime.
 5. Name and classification of employee who worked.
 6. Record of overtime from supervisor's book.
 7. The actual worked that was performed.
 8. Articles violated.

- Statutory holiday**
1. Same as overtime.
 2. Seniority of grievor.
 3. Seniority of employees who did work.

- Vacations**
1. Seniority.
 2. Time requested.
 3. Time allotted.
 4. Grievor's qualifications.
 5. Name and classification of junior employees.
 6. Number of employees in work group.

- Supervisor Working**
1. Name of personnel doing the work.
 2. Type of work performed.
 3. Amount of work performed.
 4. Area where work was done.
 5. Grievor's classification.
 6. Availability of grievor.

- Transfers**
1. Seniority.
 2. Department requested.
 3. Name of new employees.
 4. Grievor's classification.
 5. Employees available to replace grievor.
 6. Date of grievors's request for transfer.

- **Note:** *If this is a Discharge or Discipline Case: –*
- Did the steward ask about any personal problems of the grievor?
 - Did the steward ask about any previous record, good or bad, long or short?
 - Did the steward probe any extenuating circumstances in this case?
 - Did the steward ask about the personal character of all people involved?
 - Did the steward discuss the consequences of the penalty?
 - Did the steward consider whether or not the "punishment fits the crime"?
 - Did the steward advise the grievor to seek employment while waiting?