



ESSP/ECE's Bargaining Unit

Upper Grand District 18

What is a Grievance?

- Can only be filed for a violation of the collective agreement.
- The OSSTF District 18 ESSP/ECE Bargaining Unit files and controls the grievance, not the member.

What is NOT a Grievance?

- Member to member conflict.
- When a member is upset or just doesn't like something but there is no violation of the collective agreement.

How are issues resolved?

- Serious and clear violations of the collective agreement are filed and hopefully resolved with the grievance process.
- When losing a grievance would be more detrimental than not pursuing it, other possibilities may be explored.
- Labour Management meetings are sometimes the preferred and more efficient way to resolve an issue.

What is the process?

- There are 4 possible steps in the grievance process. Often the grievance can be resolved in the first step.
- A grievance follows specific timelines. Usually within 7 days after the grievance officer becomes aware of the violation of the collective agreement a grievance may be filed.
- If you become aware of an issue, make specific notes and forward them to the Grievance Officer as soon as possible.

Contact the district office for assistance, please call 519.843.4043

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