



NATIONAL POLICY GRIEVANCE #: BTS-ON-2024-003

LOCAL #: _____ BARGAINING UNIT: **Bell Technical Solutions (Ontario)**

NAME OF GRIEVOR(S): **Clayton Nunn, National Representative on behalf of Unifor**

OCCUPATION OF GRIEVOR(S): _____ DEPARTMENT: _____

LEVEL 1 MANAGER'S NAME: _____ ADDRESS: _____

DATE OF THE EVENT GIVING RISE TO THE GRIEVANCE OR COMPLAINT: **ONGOING**

NATURE OF THE GRIEVANCE OR COMPLAINT (INCLUDING LOSS OR DETRIMENT SUFFERED):

It is the position of the union that the company's application of article 16.03 is discriminatory in practice. The Language in 16.03 supports the reduction of hours of all full-time employees, whose seniority resides in the common locality, regardless of job function.

FOR GRIEVANCES, STATE CONTRACT CLAUSE(S) ALLEDGED TO HAVE BEEN VIOLATED:

PRE-AMBLE, #3 DISCRIMINATION AND HARASSMENT, #9 SENIORITY, #16 HOURS OF WORK, The BTS Code of Business conduct , Canada Labour Code, Ontario Labour Relations Act, Employment Standards Act, of the Human Rights Code as well as any other applicable clauses and statutes.

SETTLEMENT DESIRED:

Full and Immediate redress, for the members to be made whole, as well as anything else an Arbitrator sees fit to award.

UNION STEWARD: _____

SIGNATURE OF GRIEVOR(S): Clayton Nunn

DATE: **April 16th 2024**

MANAGER'S SIGNATURE UPON RECEIPT: _____ DATE: _____

STEP 1:

DATE MANAGER ADVISED OF GRIEVANCE: _____ DATE DECISION RENDERED: _____

UNION REP.: _____ MANAGEMENT REP.: _____

STEP2:

DATE MANAGER ADVISED OF GRIEVANCE: _____ DATE DECISION RENDERED: _____

MANAGEMENT STATEMENT OF POSITION: _____

UNION REP.: _____ MANAGEMENT REP.: _____

DISPOSITION OF THE GRIEVANCE OR COMPLAINT AFTER STEP 2: _____

_____ REFER TO Arbitration

_____ OTHER (PLEASE PROVIDE DETAILS): _____