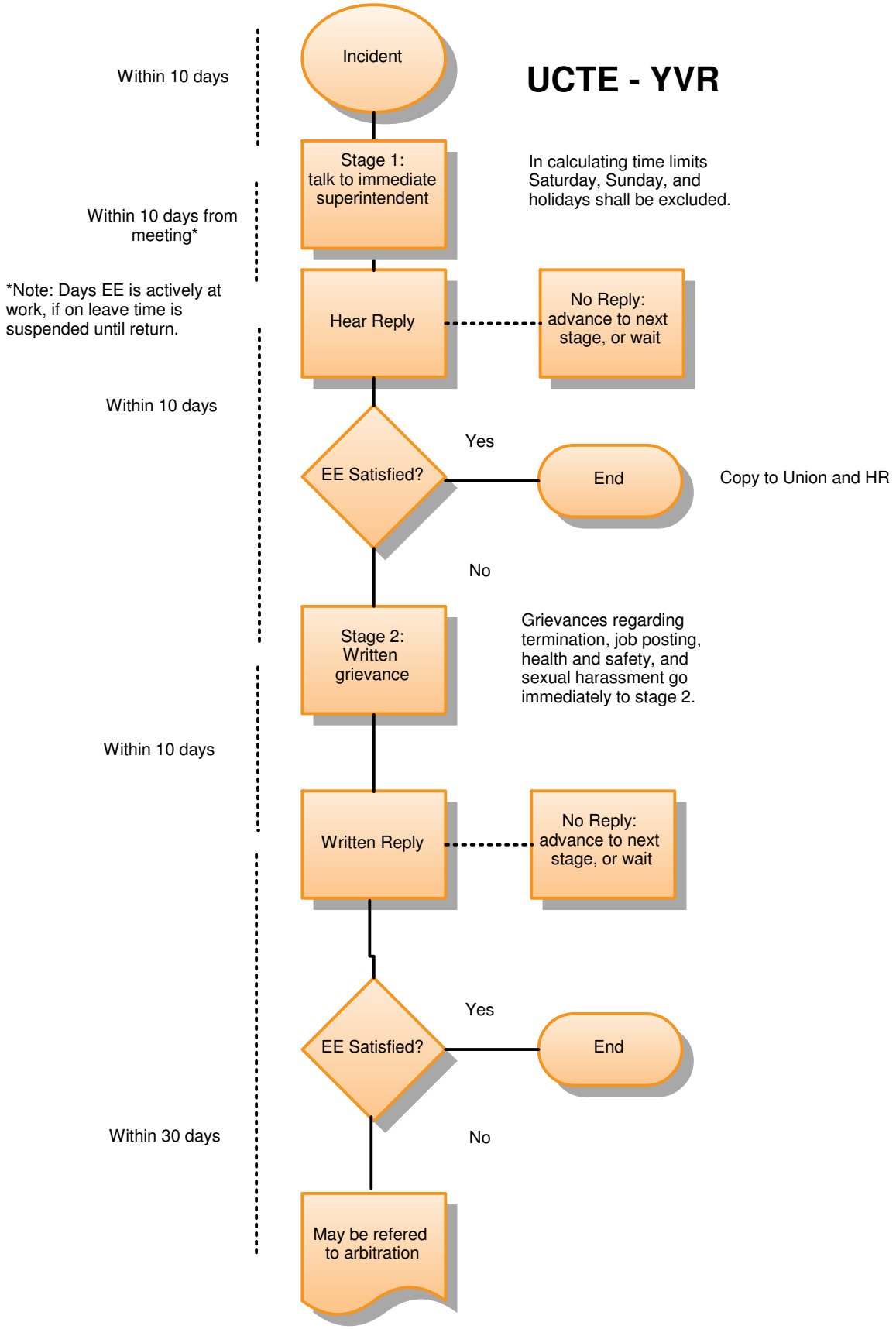
UCTE - YVR


Within 10 days
Incident
Stage 1: talk to immediate superintendent
In calculating time limits Saturday, Sunday, and holidays shall be excluded.
Within 10 days from meeting*
*Note: Days EE is actively at work, if on leave time is suspended until return.
Hear Reply
No Reply: advance to next stage, or wait
Within 10 days
Yes
EE Satisfied?
End
Copy to Union and HR
No
Stage 2: Written grievance
Grievances regarding termination, job posting, health and safety, and sexual harassment go immediately to stage 2.
Within 10 days
Written Reply
No Reply: advance to next stage, or wait
Yes
EE Satisfied?
End
Within 30 days
No
May be refered to arbitration