



Overarching principles of Grievance Handling

1. Defending the members' rights is at the center of the process.
2. Everything is not black and white.
3. There are more reasons than a breach of the CA to file a grievance, including political strategies, philosophical reasons and other considerations that will need to be taken into account depending on the situation.
4. Communications **must** be timely, thorough, respectful and transparent by all parties i.e. member, Shop Steward, and YEU Staff members.
5. At the member's request, once YEU takes carriage of the grievance the Shop Steward will be included in communications, and when possible/appropriate meetings between the member and the LRA. If the grievance moves on to a final level or arbitration, with the member's consent, the Shop Steward will be invited to attend the hearings.
6. Once YEU takes carriage of the grievance, the Shop Steward should include the LRA on all communications with the member and keep the LRA informed of any new factors that may impact the grievance.
7. The YEU strives to be an inclusive organization for employees, members, and the public. Behaviours or actions that are discriminatory, harassing, or intimidating, and/or violent will not be tolerated.
8. This is a living document and will be amended from time to time as needed.