

Five Grounds For A Grievance

Violation of the Contract

Because many workplace problems are covered in the contract, this is the first place to look

Violation of State or Federal Law

Many laws cover you at work. Usually, violations of these laws may be processed through the grievance procedure

Violation of Company Rule or Policy

Even if the union was not involved in negotiating them, the rules set forth by your employer govern what goes on in the workplace. If they violate them arbitrarily, or apply them at whim, it may be grievable.

Violation of Past Practice

The basic idea behind this is that workers have the right to expect the continuation of certain practices they have received over time, even if they are not specifically granted in the contract.

Violation of Fair Treatment

The company cannot arbitrarily treat one worker by different standards or rules than those it uses for other workers.