
Presenting the Grievance

Present the grievance with a clear, logical argument.

If you present the grievance in a way that makes it sound inevitable the union will win eventually, a manager may be convinced to resolve the problem now, rather than have an arbitrator decide the case later in a way that is more costly and embarrassing.

- State the issue of the case
- Present the main points of your argument
- Include a reference to the relevant contract language and remedy requested

Example: “The issue in this grievance is whether management violated Article 3, Section 2 of the contract by not awarding the second shift clerk job to Orville Bush despite him being the most senior and qualified to do the work. Article 3, Section 2 of the contract, requires that all vacancies be awarded to the qualified bidder with the most seniority. Orville Bush was the most senior bidder. And, he has all the qualifications outlined in the job description. However, the job was improperly awarded to another bidder with similar qualifications, but less seniority.”

Review the facts that support your argument in more detail. If you know what management’s case will be, point out the flaws in their argument.

Example: “While management might argue that Orville Bush was not interested in the vacancy, they base that assertion on the fact that he did not apply for the position when became vacant the first time two years ago. However, the fact that he did not apply for the position two years ago is not an indication of his interest in the position now. He applied for the position this time, he is the most senior, he is qualified, and clear contract language indicates that he should have been offered the position.”

Conclude the meeting with a description of your remedy.

Example: “Given that Orville Bush is the most senior, qualified, and should have been offered the position, we respectfully request/demand that he be offered the position, that he be given back pay and benefits relevant to the position retroactive to the date he would have started (August 12, 2020), and that he be made whole in every way.”