



RECOURSE OPTIONS FOR MEMBERS

GRIEVANCES

ISSUE	<p>You suffered a loss, pain, damages, and want to be made whole; e.g.</p> <ul style="list-style-type: none">▪ Breach of collective agreement▪ Loss of income▪ Pain and suffering▪ Damages of any kind <p>(only way to recoup lost pay/time for a WPV incident is through a grievance)</p>
1ST STEP	<p>File an individual grievance seeking, as redress, recovery of any lost leave, and any damages.</p>
TIME LIMIT	<p>25 working days after you become aware of the event(s) that give rise to the grievance</p>
HOW	<ul style="list-style-type: none">▪ File in writing on a grievance form.▪ A grievance may be filed at the same time as a Notice of Occurrence for personal harassment or violence in the workplace.▪ A grievance may be filed at the same time as a Human Rights Complaint for discrimination.
HUMAN RIGHTS	<p>A Human Rights Complaint alleging discrimination may be filed in tandem with a grievance. There is a 1-year time limit. The CHRC must be contacted ASAP after the intent to allege discrimination arises.</p>
WHERE	<p>CIU union representative</p>
WHO RESPONDS	<p>CBSA management, after the union consults them and/or CBSA labour relations</p>
HOW IS IT DEALT WITH	<p>CIU consults CBSA using the grievance procedure outlined Article 18 of the collective agreement.</p>
ANONIMITY	<p>–</p>
REPRISAL	<p>–</p>
REPORT / OUTCOME	<ul style="list-style-type: none">▪ CBSA replies to grievance may: allow, deny, or settle.▪ Grievor may withdraw.
APPEAL	<ul style="list-style-type: none">▪ Federal Public Sector Labour Relations and Employment Board.▪ Application for judicial review may be filed with Federal Court of Appeal
AUTHORITY	<p>Collective Agreements</p>
MORE INFO	<ul style="list-style-type: none">▪ CIU Local Steward or Branch Executive▪ CIU National Office Labour Relations Officer▪ PSAC Regional Office