

Sheet Metal Local 10 Grievance Appeal Procedure.

Sheet Metal Workers Local 10 currently maintains collective bargaining agreements, governing the wages and working conditions of the membership. These agreements establish a grievance and arbitration procedure for resolving disputes concerning matters covered by the agreements, and the union has sole responsibility for determining which disputes shall be carried to arbitration.

Discretion must be exercised concerning which grievances shall be pursued, which shall be settled or dropped. The Union Representative shall investigate each grievance as reasonable under the circumstances and where it is determined that the union will no longer pursue a grievance, the grievant will be notified that the grievance will be dropped. At this time, the grievant will be informed of their option to appeal this decision to the Appeal Board, as well as how to pursue this option should they choose to do so.

Appeal Procedure:

The member may appeal the decision of the Union Representative by notifying the Business Manager/President by written communication within three (3) business days, (mail, email, text message, fax) of notification of the decision that he/she wishes to appeal the decision to the Appeal Board. The appeals meeting will be held as soon as possible in order to preserve arbitration timelines. The member and Union Representative shall be notified of the time and place of the appeals meeting.

Appeal Process:

The Business Manager/President and the Executive Board shall act as the Appeal Board.

The member and the Union Representative shall be allowed a reasonable time in which to present their respective cases and ask any questions pertaining to the grievance. Both parties may be allowed to present witnesses on their behalf, however, the Chairperson shall have authority to determine whether witnesses shall be allowed to remain through the appeals hearing.

The Appeal Board will render a decision whether or not to pursue the grievance to arbitration within three (3) working days and will notify the grievant and Union Representative of the decision.

The decision of the Appeal Board shall be final.