

memorandum

TO: All HSPBA and CBA Stewards
FROM: Norah Miner, Membership Services Co-ordinator - Servicing and Negotiations
DATE: May 6, 2020
SUBJECT: **Grievance procedure waiver lifted: grievance timelines in effect as of May 5, 2020**

Since mid-March, during the pandemic crisis response, HPSBA and CBA had an agreement with HEABC to waive timelines related to grievances. The waiver applied to all stages of the grievance process. This means that between mid-March and May 5, no formal action would be taken on grievances filed and in process, however, new grievances continued to be filed.

Effective May 5, the grievance procedure has reverted to the timelines and processes agreed to under the collective agreements. Grievances that were put on hold are now activated under the regular grievance procedure, unless revised timelines are negotiated by mutual consent.

Regular local grievance procedures, including Step 2 meetings, should be followed.

If you have any questions, contact your LRO or the COVID-19 hotline at covid19hotline@hsabc.org