

NATIONAL ASSOCIATION OF INDEPENDENT LABOR

Nationals Arbitration Process

Local President,

Should a 3rd step grievance proceed to arbitration? The following process will ensure proper steps are taken to make certain your Local makes the right decision. This process is not intended to override the National or Locals Constitution and Bylaws.

Start with an email addressing the grievance to your Executive Committee (EC) and/or Grievance Committee (GC). Some Locals do not have a GC and the EC can serve as both. Provide a brief description of the grievance and inform the EC/GC of a meeting called for XX date at XX time to address whether a grievance should proceed to arbitration. Attach the information which was forwarded to BA&O and the National Representative addressed in I.3. below.

I. Agenda for the EC and/or GC Meeting:

1. Grievant:

Normally the Grievant is not invited to the meeting. However, this is each Locals decision. If the EC/GC allows the Grievant to attend the meeting you should allow the Grievant to speak first and then request they leave.

2. Steward:

Grievant's steward presents the facts of the grievance to the EC/GC. In closing the steward provides their recommendation whether the issue should proceed to arbitration. Steward answers questions.

3. Legal (BA&O) and National Representative:

Prior to the EC/GC meeting the President or his/her designee will provide BA&O (legal) and George Reaves a copy of the 3rd step decision along with all facts of the grievance. Obtain their written/email opinion whether the grievance should proceed to arbitration.

President or his/her designee presents to the EC/GC meeting.

4. Local President or GC Chairperson:

Call the EC/GC meeting, present 1, 2, 3 above and ask the members if there are any other questions.

Assure a vote is taken and recorded. Minutes of the meeting are kept for five (5) years.

If the grievance proceeds to arbitration notify the National President, BA&O and George Reaves via email.

II. Local Notifies the Grievant of the Committee's decision:

Local notifies the Grievant of the committee's decision via email and/or letter. In closing, include a statement that in accordance with the National Constitution and Bylaws, Article XIII located at (www.nailunion.org) they have a right to appeal to the National within 24 hours via your Local President to the National.

III. If the Grievant Appeals the EC/GC's Decision via Email, Letter and/or Verbal Request:

1. In order to maintain the grievance time line the Local must request arbitration via the Employer as addressed within their negotiated agreement. This allows time for the National to review the grievance.

2. The Local forwards via email and attachments to the National:

a) Name of grievant requesting the National review their grievance and includes their contact information (email and phone number).

b) The package presented to BA&O, George Reaves and your EC/GC meeting minutes.

IV. The National Executive Committee or their Designee will:

Review the grievance package and send their decision to the Local President and the Grievant via email. If the local has followed this process the National's decision should be made without delay.