

Grievances

- **Grievance**
 - Any factor involving wages, hours, or conditions of employment that is used as a complaint against the employer.
- **Sources of grievances**
 - Absenteeism
 - Insubordination
 - Overtime
 - Plant rules



Grievance Procedure

- Grievant and shop steward meet with supervisor. If not resolved, employee files formal grievance.
- Grievant and shop steward meet with supervisor's boss.
- If not resolved, meeting with higher-level managers.
- If still not resolved, matter goes to arbitration.