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Grievance Settlement Policy

(as approved by the MUNFA Executive Committee on April 3, 2020)

1. The Executive Committee gives authority to the assigned case officers, in consultation with the Labour Relations Officer, Legal Counsel, and the MUNFA President, to settle grievances, except in cases where the Executive Committee explicitly fetters the discretion of the assigned case officers in relation to a specific file.

2. The authority referenced in Clause 1, above, shall only be used when:

    a. active settlement negotiations are ongoing with respect to a grievance file;

    b. it is impractical to seek Executive Committee approval during those negotiations, in the view of the MUNFA President; and

    c. the Executive Committee has been informed of the potential for upcoming active settlement negotiations.

3. Where any of the participating case officers and the MUNFA President cannot agree on potential settlement terms, the case will be taken to the Executive Committee for consideration.

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