



GRIEVANCE AND ARBITRATION

One of the most important benefits you have as a union member is the right to grievance and arbitration. In cases where you feel your rights under the contract have been violated or you feel you have been unjustly treated in another way, you have the right to have your dispute dealt with. The President of Local 791 together with union representatives work closely with Local 791's legal counsel in handling grievances and representing members at arbitrations.

The Grievance and Arbitration procedure under the union contract is the way that the union and the company resolve disputes arising under the union contract. The procedure works best when problems are settled at the store or warehouse level by the shop steward and the store or warehouse manager. The employee who has a work-related problem reports it to the steward and the steward and the employee meet with the manager to seek a fair solution.

For more difficult matters the UFCW Local 791 union representatives are available to assist the steward in obtaining a settlement and, if necessary, to carry the grievance to the next step. Issues that cannot be settled at the store or warehouse level are addressed by the Union office and the Company labor relations office.

Most issues are satisfactorily resolved at the store or warehouse or between the Union office and the Company labor relations people. For those problems that remain unsettled, either the Company or the Union can submit the case to an impartial arbitrator. The Union and the Company agree on an arbitrator under the rules of the Labor Relations Connection. The arbitrator chosen by the parties hears the case and makes a decision based on the union contract. The arbitrator's decision is final and binding and there is no appeal to the courts.

The late Attorney Warren Pyle of the law firm Pyle Rome Ehrenberg PC provided the above information. Pyle Rome Ehrenberg PC is the longtime legal firm for Local 791 and have successfully represented hundreds of Local 791 members in matters involving contract and workplace disputes.

For further information or if you have questions, please feel free to call Bruce Farley, Grievance and Membership Administrator at 1-800-535-2752.