

Question:

Can a grievance be based on bad management?

Answer:

In short, no. Here's a good article that describes why.

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Grievance or bad management?

by Laurie Sabourin, In Solidarity

Having a grievance procedure embedded in your collective agreement is one of the best ways of dealing with a workplace complaint. When getting down to the meat and potatoes of the grievance, ask yourself, "Is the grievance based on a violation of the collective agreement or is it bad management?"

Employers who have a supervisor with a management style that creates low morale, increased absenteeism, increased sick time and high turnover will notice a higher than normal number of grievances filed.

Grievances are filed based on the dissatisfaction or injustice an employee experiences with their job. By filing the grievance, the employee brings the issue to the attention of management with hope of solving the concern.

Under the management rights clause of the collective agreement, management has a right to manage which includes the right to manage badly... through inept and ineffectual supervisors. A bad boss can even turn an exceptional working environment into an uncomfortable and unhappy place to work. Examples include the management bully who belittles or berates his employees and contributes to unhealthy working conditions; it could be the manager whose personality clashes with an employee.

Filing a grievance, should be based on a violation of the collective agreement, which includes human rights, a health and safety infraction or a violation of organizational rules and practices.

With your union steward, check the collective agreement and find the article which has been violated before filing a grievance.

Unfortunately there is no article in your collective agreement entitled "Common Sense." If that was the case, the number of grievances filed and won would be astounding.