

From: Wesley Whiteside <[REDACTED]>  
Sent: October 5, 2021 4:11 PM  
To: Sandie k. Wagner <[REDACTED]>  
Cc: Grant Obirek <[REDACTED]>; Michael Burdz  
<[REDACTED]>; Lesley Gosselin <[REDACTED]>;  
'Amanda Rodriguez' <[REDACTED]>  
Subject: RE: Knowles Centre Responses grievances and letter  
Importance: High

Hi Sandie,

Thank you. The Union is in receipt of the responses to both the written warning grievance (#352-182-2021) re: the suspension grievance (#353-172-2021). Notwithstanding that the written warning grievance (#352-172-2021) was submitted to Lesley Gosselin (Director Group Care Treatment Program) at Step 2 in the grievance process; given that both decision letters are from Michael Burdz (CEO) I will assume that for purposes of next steps that both grievance have been addressed and responded to at Step 3.

After discussing the matter with Amanda, we intend on presenting the grievance in question to the MGEU Screening Committee as part of our internal process of advancing the grievance to appeal in accordance with Article 19 – Arbitration and Mediation Procedure. However, the earliest available hearing date before the Committee isn't until early November. As such, we are requesting an extension of the deadline set-out in Article 19:02 in which the Union must notify the Employer of our desire to submit the issue(s) in dispute to arbitration be extended to November 10, 2021.

Please note that with respect to the written warning grievance (#352-172-2021), although the decision letter states that the grievance is untimely, the Union did not receive a copy of the written warning from the Employer until September 9, 2021 (via email) wherein the Union was in active communications with the Employer re: the matter and Lesley Gosselin was advised of our intent to file the grievance in question. As such, the Union considers the grievance to be timely and, contrary to the September 27, 2021 decision letter, should not be deemed abandoned by the Employer.

It's also unfortunate that a hearing into the matter(s) were not conducted as is permitted under Article 18:10. Notwithstanding the Union's intent stated above, Article 19:01 does provide for the parties to agree to refer the matter(s) to a mediator. Please advise if the Employer is amendable to referring the matter(s) to mediation; and if so, a list of mediator(s) acceptable to the Employer.

I look forward to your response. Please do not hesitate to contact me if you have

any questions regarding the above.

Sincerely,

Wesley Whiteside  
Staff Representative

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