



Gregory Connon  
1st Vice President

Jay Thompson  
Local President

Jim Connelly  
Financial Secretary  
by email

February 1, 2023

Doug Whiteside  
General Manager  
Fairmont Regional Linen, Canmore AB

**Re: Step 3 Policy Grievance (Paying rates higher then agreed in CBA)**

Dear Doug,

This is a Step 3 policy grievance as per the collective agreement for all affected members. The Company is in violation of Articles 8.1, note #5 in appendix A and all other applicable Articles or collective agreement language that may apply. Note #5 reads as follows:

**Note #5**            **(2010) A newly hired employee shall be paid in accordance with the starting hourly rate as indicated herein. Said employee shall, upon completion of the period herein stated, be paid the corresponding hourly rate.**

The Union contends that failing to hire candidates at the starting wage in appendix A the company choose to hire at or close to the top rate in number of classifications. As the Union stated in bargaining it was concerned that the lower wage would not attract future employees and agrees a higher wage is needed and those being paid higher should not have their wages reduced. The Union would also like to discuss or classification that need to be adjusted as well.

The union requires as resolution to this grievance:

- The Company and Union sign an LOU that will allow current and future new hire to start stay at higher rates.
- The Union and Company meets to discuss other wage rate that also should be increased.
- All effected members to be made whole with full redress.
- Any other items the arbitrator deems appropriate.

Yours Truly

Mr. Jay Thompson

A handwritten signature in blue ink that reads 'Jay Thompson'.

UNIFOR Local 4050  
Cc. Rod Wood



Gregory Connon  
*1st Vice President*

Jay Thompson  
*Local President*

Jim Connelly  
*Financial Secretary*

21 March 2023

*Sent by Email*

**Doug Whiteside**

**General Manager**

**Fairmont Regional Linen, Canmore AB**

**Re: Step 4 - Policy Grievance (Paying rates higher then agreed in CBA)**

Dear Doug,

As there is no acceptable resolution to the above noted grievance, the Union moves it to arbitration as per the collective agreement.

The Union puts forward the following names of arbitrators to hear this grievance:

Yvon Seveny.

Mia Norrie.

Lyle Kanee.

Please advise if one of the arbitrators will be acceptable to the company.

Thank you,

Mr. Jay Thompson

A handwritten signature in black ink that reads 'Jay Thompson'.

Service Rep.

Unifor Local 4050

Cc. Rod Wood, UNIFOR National Representative