



Grievance and Arbitration Resource Document

This document is intended to serve as a resource for all members navigating MRFA/MRU grievance processes and arbitration. The following list compiles all current and publicly accessible documents that set out the legal boundaries and obligations that unions (MRFA) must comply with in representing members.

- [Alberta Labour Relations Code](#)
 - See: Division 23 (Prohibited Practices), Section 153 (Fair Representation)
 - ALRB's [Information Bulletin #18](#) (The Duty of Fair Representation)
- [ALRB FAQ – Duty of Fair Representation](#)
- [MRFA's Grievance Policy](#)

Operationalization of the grievance process contained within the [Collective Agreement](#)

- [MRFA's Bylaws](#)
 - Clause 10.15 – Grievance Committee
 - Clause 11 – Committee Accountability
- [MRFA's Grievance Policy](#)
- [MRFA Grievance Guidebook](#)
 - The process related to **Step 1** is outlined in pages 17-29.
 - The process related to **Step 2** is outlined in pages 30-38.
 - The process related to **Step 3** is outlined in pages 39-40.
 - The process related to **Step 4** is outlined in pages 41-43.
 - The process related to **Step 5** is outlined in pages 44-45.
- [MRFA Grievance Process PowerPoint](#)
- [MRFA Website – Grievance Process](#)

Management of Conflict of Interest and Bias

- [MRFA's Bylaws](#)

- Clause 11.5 – Committee Accountability (Abuse of Process)
- [MRFA Grievance Guidebook](#)
- Reporting Concerns related to Conflict of Interest or Bias – Page 46
- Conflict of Interest or Bias Reporting Form – Pages 49–51
- Legal Options that the Association Relies Upon – Pages 47–48

Recognition of and response to stress and trauma within the grievance process

- [MRFA Grievance Guidebook](#)
 - Pre-Meeting Acknowledgement – Page 54–57
 - MRFA’s Trauma Informed Meeting Practices – 57–59

Obligations to confidentiality and communication

- [MRFA’s Bylaws](#)
 - Clause 11.3 – Committee Accountability (Confidentiality)
 - Clause 11.4 – Committee Accountability (Reporting).
- [MRFA Grievance Guidebook](#)
 - Pre-Meeting Acknowledgement – Page 54–57
- [MRFA’s Confidentiality Policy](#)
- [MRFA’s Document Management Policy](#)
- [MRFA’s Communications Policy](#)

In addition to all of the aforementioned resources, the Association’s Labour Relations Officer, Derrick Antson, remains available to have individual or group meetings with members to unpack or explain any of the aforementioned documents.

Email office@mrfa.net to schedule a meeting with your Labour Relations Officer or email Derrick directly at labourrelations@mrfa.net.