

Subject: ADR investigation

Date: Tuesday, February 14, 2017 at 3:34:32 PM Eastern Standard Time

From: Aalya Ahmad

To:

CC:

Jan just pulled me into her office [redacted] was with me.

She said I am being called into an ADR investigation tomorrow morning because of the "complaint" and "counter-complaint" filed regarding the incident with [redacted]. They will also interview [redacted].

I asked if this was the Bill 168 process and she said yes. I asked again for their policy on Bill 168 and she said she would provide it.

I asked if our union had been consulted on using ADR as a process and she said "we don't need to consult you. We've been using ADR for two years now and there haven't been any problems."

I agreed to make myself available for the meeting but I would like to have a union rep with me.

I still think we should file a grievance related to their failure to provide anti-bullying workshops. It also seems like they are using ADR to bypass our collective agreement procedures. This is concerning.

What do you think?

In Solidarity,
Aalya