

December 13, 2021

Article XX, Section E - Step Four: Notice of Intent to Arbitrate

Director of Labor Relations:

This Notice follows the HOA's Grievance dated November 8, 2021 and the Employer's written, third step denial of the Grievance dated December 7, 2021 (#21-11014).

The issue for arbitration is: "Did the Employer violate the parties' Agreement when it barred the HOA from attending the meeting of the grievance review committee that denied [REDACTED] probation grievance?"

The Employer violated Article XX of the parties' labor contract when it refused to allow HOA attendance at the grievance review committee meeting, despite [REDACTED] explicit request. This contract violation denied [REDACTED] due process and denied the HOA its right to provide its member with "assistance and support." The committee's [REDACTED] decision to deny the probation grievance should be nullified, and the Employer ordered to allow HOA attendance, upon request from grievants, at grievance committee meetings.

The HOA will contact FMCS for a panel.

Sincerely,

Robin Tarter

Robin Tarter
Executive Director, HOA
On behalf of the Association