

GREY LISTING

The Board of Directors will consider grey listing an employer who has dealt with employees in an unfair manner. Grey listing warns nurses that the employer is failing to maintain appropriate conditions of employment / professional standards. A Local/Worksite may request to grey list an employer if they believe that the employer has instituted unacceptable administrative practices, which:

- i. Undermine MNU members' rights, or**
- ii. Impact the ability of MNU members to maintain professional standards of practice, or**
- iii. Impact the ability of MNU members to provide safe nursing care.**

Procedure:

- (a) The Local/Worksite shall first meet with an LRO(s) to determine if all avenues available under the Collective Agreement have been utilized, i.e. grievances filed and all efforts to resolve these grievances have been made and the human resources staff at that healthcare facility, are aware of MNU's issues and concerns.

The Local/Regional Board member, as well as, the Regional President, where applicable, should be notified of the concerns.

- (b) The Local/Worksite and an LRO(s) are to meet with the Director of Labour Relations to determine a strategy to raise the issue to a higher level. This strategy could include:
- i. A clear achievable objective/outcome with attached timelines.
 - ii. A communications strategy.
 - iv. A plan to raise the issue to a higher level through meetings with decision makers which could include:
 - Senior Management.
 - Regional/Facility Board of Directors.
 - Government Officials. ☐ Minister(s) and/or MLAs.
- (c) If there is no resolve, the Local/Worksite must hold a meeting and adopt a formal motion to request that the MNU Board grey list a facility.
- (d) The grey listing request will include:
- i. A clear achievable objective/outcome.
 - ii. A communications strategy to include the members.
 - iii. Other tactics to pressure the employer.
- (e) Should the Board approve a request to grey list; the Director of Labour Relations will inform the Local/Worksite of the order to grey list.
- (f) The grey listing will remain in place indefinitely, and will be reviewed at each Board meeting. The Director of Labour Relations will be provided with an update, which will include a review of the original reasons for the grey listing and it will also indicate any subsequent improvements or further deterioration in employee relations.

This update must be in writing requesting one of the following options:

- i. Grey listing be lifted.
 - ii. Grey listing continuation.
 - iii. Grey listing information be reissued.
- (g) Lifting of grey listing:
- i. A request to lift grey listing may be initiated by the Local/Worksite or MNU Board Directors.
 - ii. Grey listing will be lifted by a vote of the MNU Board of Directors.