

Human Resource Department
Cullman Incorporated
223 Lane
Grand Rapids, Michigan 49504

Subject: Grievance Letter

Violations: Section B of the Disciplinary Clause of the CBA

Reasons for Grievance:

The purpose of this letter is to grieve the termination of former employee Nicki Lars. The employer did not have just cause to terminate this employee as required by CBA Just Cause, Section B. The union will explain the reasons for this grievance in the remainder of this letter.

The grievant, Nicki Lars has been an employee for the Cullman Incorporated for 10 years. During that time, all of her performance reviews stated that Nicki was an excellent employee.

On March 13, 2018, the grievant was discharged from her employment because of a video of the employee jumping on her supervisor's (Chris White) car and kicking in the windshield. This video was posted on YouTube.

The discharge of Nicki Lars is too severe and has violated the just-cause section of the collective bargaining agreement. In Section B of the Just-Cause Clause it states: "Employees shall not be discharged without just cause. There cannot be disparate treatment or an illegal reason for the discharge." The employer did not properly follow Section B in this cases.

The employer knows that the grievant has been continually sexually harassed by her supervisor. Yet it has done nothing to stop this harassment even though the grievant has provided several written complaints. All of these written complaints are in the possession of the employer and the union and were reviewed during the investigatory interview. They clearly establish that the grievant's supervisor used vulgar language and touched the grievant inappropriately on numerous occasions.

The grievant requests that she be reinstated to her former position and that her supervisor be investigated for sexual harassment in violation of Employment Rule 10.

Signature of Grievant: _____

Date received by employer: _____

Signature of HR employee receiving this grievance: _____