

STATEMENT OF POLICY AND PROCEDURE			
Section:	NLLS EMPLOYEES	Effective:	May 13 2017
Chapter:	Code of Ethics	Page(s):	1
Subject:	Executive Director Grievance	Revised Date:	Sept 8, 2018
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EXECUTIVE DIRECTOR GRIEVANCE

1. If the Executive Director has a grievance with the NLLS Chair or Executive Committee, The Executive Director can file a grievance with the Grievance Committee. In such a case, the Vice Chair and Chair will not take part in the meeting. The Executive Director shall have ten (10) working days after receiving the decision of the Grievance Committee to appeal the committee response by consulting (with The Committee) an outside source possibly in consultation with Municipal Affairs – Public Library Services Branch.
 - a. General
 - b. Disciplinary
 - c. Harassment
2. The Executive Director has the right to request a committee member to abstain if they have a conflict of interest with the grievance at hand or are the subject of the grievance.
3. If the grievance is with a grievance committee member, then the alternate for that zone must take their place.
4. If the grievance is with the Vice Chair then an alternate from the Executive Committee (not the Board Chair) will be appointed and must take their place.

NLLS Executive Board Chair

Sept 8, 2018
Date of Approval