

Policy Number	024-M-2007
Policy Group	Membership
Policy Name	Greylisting
Date of Origin	June 2007
Date Amended	September 2009
Date Reviewed	November 2013, September 2014

PURPOSE To provide the mechanism used to identify an employer as an undesirable place for nurses to work.

SCOPE Members

POLICY STATEMENT SUN must inform members, government and the public when conditions of employment and/or administrative practices are unacceptable. Through this notification, SUN hopes to dissuade nurses from accepting employment at the greylisted agency until the matter(s) giving rise to greylisting have been resolved and the greylisting lifted.

PROCEDURE Local(s) may request to greylist an employer if they believe that the employer has instituted unacceptable administrative practices which:

- Undermine SUN members' rights, or
- Impact the ability of SUN members to maintain professional standards of practice, or
- Impact the ability of SUN members to provide safe nursing care.

An employer is defined as:

- A facility
- A health region
- An organization/affiliate

1. Local(s) shall first meet with ERO(s) to determine if all avenues available under the Collective Agreement have been utilized (i.e. grievances filed and current. All efforts to resolve these grievances have been made and Human Resources staff are aware of SUN's issues and concerns).



2. Local(s) and ERO(s) are to meet with the Executive Director to determine a strategy to raise the issue to a higher level. This strategy should include:
 - A clear achievable objective/outcome with attached timelines.
 - A communications strategy.
 - A communication with other affected unions to determine if a coalition is possible.
 - A plan to raise the issue to a higher level through meetings with decision makers:
 - Meeting with Senior Management
 - Meeting with Regional/Facility Board of Directors
 - Meeting with SAHO/CBS/Extendicare
 - Meeting with Government Officials
 - Meeting with Minister(s)/MLAs
3. Once the strategy is in place and the meetings held, if there is no resolve, the Local(s), ERO(s) and the Executive Director will meet to assess the effectiveness.
4. If the issues have not been resolved Local(s) may request the SUN Board of Directors vote to greylist the employer. The greylisting request will include:
 - Clear achievable objective/outcome.
 - Communications strategy to include the members and a media campaign.
 - Other tactics to pressure the employer.
5. Review of Greylisting
 - Employers who have been greylisted for more than one year will be reviewed yearly by the Board of Directors.
 - As part of the yearly review, the Local(s) who requested the greylisting will be contacted in writing by the Executive Director for status update.
 - The update will include a review of the original reasons for the greylisting and will also indicate any subsequent improvements or further deterioration in employee relations.

- This update must be in writing to the Executive Director requesting one of the following options:
 - Greylisting be lifted
 - Greylisting continuation
 - Greylisting information be reissued
- If a written update is not provided, greylisting will automatically be lifted.

6. Removal of Greylisting:

- A request to remove an employer from greylisting may be initiated by the Local or SUN Board of Directors.
- Greylisting will be removed by a vote of the SUN Board of Directors.

Notwithstanding the process identified above, if employment conditions are of such a significant nature that immediate greylisting may be warranted, the SUN Board of Directors may invoke greylisting of an employer without adhering to this process.