



## GRIEVANCE ARBITRATION

### PRACTICE AREA

With experience gained from representing employers in hundreds of grievance matters and arbitrations, Nemeth Bonnette Brouwer understands the need to develop grievance arbitration strategies that work for our clients.

Grievances consume profits and productivity as they divert employer and employee attention from the business at hand. That's why Nemeth Bonnette Brouwer collaborates with clients to promptly respond to and resolve union grievances to avoid arbitration. We have negotiated processes and procedures into collective bargaining agreements that have significantly reduced the number of arbitrations. However, when a grievance cannot be resolved, our firm zealously defends its clients throughout the arbitral process.

Grievance arbitrations handled by Nemeth Bonnette Brouwer include:

- Assignment or reassignment of employees
- Contract interpretation
- Demotions
- Disability
- Discipline
- Discrimination
- Harassment/sexual harassment
- Layoff/rehires
- Leaves and paid time off
- Management rights
- Pension issues
- Surveillance
- Suspensions
- Termination
- Wage and hour/overtime
- Workplace violence