



CONCILIATION PROCESS COMITÉ PARITAIRE DES BOUEURS DE LA RÉGION DE MONTRÉAL

All employees and employers subject to the Decree Respecting Solid Waste Removal have the right to request the conciliation of their case from the Comité Paritaire des Boueurs de la Région de Montréal (hereafter the “**Comité Paritaire**”) after filing a complaint. However, both parties must give their respective agreement for the Comité Paritaire to undertake a conciliation procedure for their case.

Procedure

1. Complaint is filed

When an employee files an official complaint with the Comité Paritaire and it is received, the inspector for the case will request if the complainant is willing to begin a conciliation process with their employer or former employer, with the goal of finding a solution that satisfies both parties. The employee and employer or former employer may refuse conciliation.

In the event of a refusal, the case will be directly processed by the inspector.

2. Conciliation

If both parties express a desire to conciliate the case, the Comité Paritaire will require the services of an external mediator to hear the parties and help them find a solution that satisfies everyone.

3. Result

In the event of an agreement, the Comité Paritaire will ratify this agreement and proceed with drafting a full and final release to close the case.

If no agreement is reached, the case will be processed by the inspector who will render a decision on the relevant facts of the case. They will advise the parties of the decision.

4. Entry into force

This policy will take effect the moment of its approval by the board of directors.