

action resulting in discharge, not later than the twentieth day, and

(b) where it relates to classification or to disciplinary action resulting in discharge, not later than the twenty-fifth day, after the day on which the employee is notified orally or in writing, or where he is not so notified, after the day on which he first has knowledge of any action or circumstances giving rise to the grievance.

(3) A grievance of an employee shall not be deemed to be invalid by reason only that it is not in accordance with the form supplied by the employer.

(4) Where the grievance of an employee alleges that he is aggrieved by reason of the interpretation or application in respect of him of a provision of a collective agreement or arbitral award, his grievance shall be deemed not to have been presented under this section unless

- (a) The grievance contains a statement signed by an authorized representative of the bargaining agent for the bargaining unit to which the collective agreement or arbitral award applies, signifying that the employee, in presenting the grievance, has the approval of and will be represented by the bargaining agent; and
- (b) the statement contains an address for service of the authorized representative.

**76.** An employee may present a grievance, other than a grievance presented under paragraph 75(1)(b), at a level higher than the first level in the grievance process not later than

- (a) the tenth day after the day on which he received a reply to his grievance at the last preceding lower level, or
  - (b) the thirtieth day after the last day on which the employer was required to reply to his grievance at the last preceding lower level under section 77,
- whichever occurs first.

**77.** (1) Subject to subsection (2), where a grievance has been presented by an employee at any level in the grievance process in