

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report

January 22, 2016

CHANGES

Since the report of November 23, 2015:

- Ten new complaints logged, of which one has been resolved.
- Seven of the ten new complaints are related to recent redeployments.
- Two new grievances filed (one progressed from the complaint stage).
- One grievance withdrawn.

ACTIVE COMPLAINTS: 19

Category	Number	Sub-Category
Pay and Benefits	3	VPP & Bonus Payouts (1) PLD and Floater Usage (1) Paid Sick Leave & PLD Usage (1)
Work Assignment and Placement	11	Acting Appointment (1) Accommodation/RTW (2) Redeployments (6) Pay Treatment (1) Work Assignment (1)
Other Issues	5	Health & Safety (1) Respectful Workplace (1) Standby Expectations (1) Bargaining Unit Work (1) Breach of Privacy (1)

ACTIVE GRIEVANCES: 14

Category	Number	Sub-Category
Pay and Benefits	5	Job Evaluation (2) Sales Bonus (2) Overtime (1)
Work Assignment and Placement	4	Acting Appointments (4)
Other Issues	5	Termination (1) Accommodation (1) Suspension (2) Unjust Discipline (1)

Arbitrations in Progress

Three scheduled for arbitration:

1. Suspension: March 2 and 3, 2016 (Arbitrator Jones)
2. Acting Assignments: May 19 and 20, 2016 (Arbitrator Peltz)
3. Sales Bonuses: Dates TBD

Awaiting an arbitration decision from a hearing held in November regarding a termination.

Judicial Review

One arbitration award relating to overtime submitted for Judicial Review.

ACTIVE HUMAN RIGHTS COMPLAINTS: 1

Category	Number	Sub-Category
Other Issues	1	Discrimination/Harassment
