

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report

April 29, 2016

CHANGES

Since the report of March 21, 2016:

- Four new complaints logged, one of which has been resolved.
- One grievance regarding 'breach of privacy' was withdrawn.
- One grievance related to a termination that was dismissed by an arbitration panel in March is currently under review to determine the merits of proceeding to a Judicial Review; in light of this development, the grievance has been reassigned to 'active' status (it was not reported as such on the last report).
- Arbitration on Acting Appointments scheduled for May 19-20, 2016 will likely be postponed as Arbitrator Peltz is unavailable.
- Arbitration relating to Suspension scheduled for April 28-29, 2016 has been adjourned, and will be rescheduled at a later date.

ACTIVE COMPLAINTS: 20

| Category | Number | Sub-Category |
|-------------------------------|---------------|--|
| Pay and Benefits | 1 | VPP & Bonus Payouts (1) |
| Work Assignment and Placement | 14 | Acting Appointment (1) Accommodation/RTW (3) Redeployments (5) Pay Treatment (1) Work Assignment (1) Position Assignment (2) Position Change (1) |
| Other Issues | 5 | Health & Safety (1) Respectful Workplace (1) Standby Expectations (1) Bargaining Unit Work (1) Details relating to LTD (1) |

ACTIVE GRIEVANCES: 16

| Category | Number | Sub-Category |
|-------------------------------|---------------|---|
| Pay and Benefits | 5 | Job Evaluation (2) Sales Bonus (2) Overtime (1) |
| Work Assignment and Placement | 5 | Acting Appointments (4) Redeployment (1) |
| Other Issues | 6 | Accommodation (1) Suspension (2) Unjust Discipline (1) Respectful Workplace (1) Termination (1) |

Arbitrations in Progress

Three scheduled for arbitration:

1. Sales Bonuses: August 11 & 12, September 29 & 30, October 17-28
2. Acting Assignments: May 19 and 20, 2016 (Arbitrator TBD)
3. Suspension: Adjourned – dates TBD (Arbitrator Jones)

Judicial Review

We are awaiting the outcome of a Judicial Review, held on February 22, 2016, of an arbitration award relating to overtime.

ACTIVE HUMAN RIGHTS COMPLAINTS: 1

| Category | Number | Sub-Category |
|-----------------|---------------|---------------------------|
| Other Issues | 1 | Discrimination/Harassment |

Hearing is scheduled for August 2-5, November 7-10, and tentatively November 14 and 15.