

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report

June 20, 2016

CHANGES

Since the report of April 29, 2016:

- Six new complaints logged, one of which has since been resolved, and one closed complaint was reopened.
- One new grievance filed.
- Three grievances closed.
- Arbitration on Acting Appointments scheduled for May 19 & 20, 2016 has been rescheduled as Arbitrator is now unavailable.
- Arbitration on Sales Bonuses scheduled for the fall.

ACTIVE COMPLAINTS: 18

Category	Number	Sub-Category
Pay and Benefits	4	Pay Rate Change on Posting (2) Benefit Premiums (1) Acting Pay Rate (1)
Work Assignment and Placement	12	Accommodation/RTW (3) Redeployments (3) Pay Treatment (1) Position Assignment (3) Position Change (2)
Other Issues	2	Health & Safety (1) Bargaining Unit Work (1)

ACTIVE GRIEVANCES: 15

Category	Number	Sub-Category
Pay and Benefits	4	Job Evaluation (2) Sales Bonus (1) 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: September 29 & 30, October 17-28 (Arbitrator Jones)
2. Acting Assignments: Dates TBD (Arbitrator Peltz)
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.