

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report

September 12, 2016

CHANGES

Since the report of June 20, 2016:

- Five new complaints logged, one of which has since been resolved.
- Three new grievances filed, one of which has since been withdrawn.
- Arbitration on Sales Bonuses scheduled for September 29 & 30, 2016.
- Arbitration on Acting Appointments scheduled for October 25 & 26, 2016.

ACTIVE COMPLAINTS: 17

Category	Number	Sub-Category
Pay and Benefits	3	LTD Calculation (1) Benefit Premiums (1) Acting Pay Rate (1)
Work Assignment and Placement	9	Accommodation/RTW (2) Redeployments (2) Pay Treatment (1) Position Assignment (3) Position Change (1)
Other Issues	5	Health & Safety (1) Bargaining Unit Work (1) Respectful Workplace (2) Accommodation (1)

ACTIVE GRIEVANCES: 17

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	8	Accommodation (1) Suspension (3) Unjust Discipline (1) Respectful Workplace (1) Termination (1) Job Posting (1)

Arbitrations in Progress

Three scheduled for arbitration:

1. Sales Bonuses: September 29 & 30 (Arbitrator Jones)
2. Acting Assignments: October 25 & 26 (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

The hearing got underway August 2-5, with more dates to follow: November 7-10, Feb 13-14, 2017, and May 15-19, 2017.