

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report

October 25, 2016

CHANGES

Since the report of September 12, 2016:

- One new complaint logged, and several older complaints closed or resolved.
- Two new grievances filed, both proceeded from complaints.
- Reached settlement on a grievance pertaining to the elimination of sales bonuses for over 50 members, payouts to affected members are forthcoming.
- Reached tentative settlement on three policy grievances related to Acting Appointments and job opportunities that were not posted, waiting for MTS to finalize the agreement.
- Human Rights hearing regarding discrimination/harassment continues November 7-10.

ACTIVE COMPLAINTS: 10

| Category | Number | Sub-Category |
|-------------------------------|---------------|--|
| Pay and Benefits | 2 | LTD Calculation (1) Pay Rate (1) |
| Work Assignment and Placement | 5 | Accommodation/RTW (1) Redeployments (2) Position Assignment (1) Pay Treatment (1) |
| Other Issues | 3 | Respectful Workplace (2) Accommodation (1) |

ACTIVE GRIEVANCES: 15

| Category | Number | Sub-Category |
|-------------------------------|---------------|---|
| Pay and Benefits | 5 | Job Evaluation (2) Sales Bonus (1) Overtime (1) Acting Pay Calculation (1) |
| Work Assignment and Placement | 4 | Acting Appointments (3) Work Assignment (1) |
| Other Issues | 6 | Accommodation (1) Suspension (2) Unjust Discipline (1) Respectful Workplace (1) Job Posting (1) |

Arbitrations in Progress

One scheduled for arbitration:

1. 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 commenced August 2-5, with more dates to follow: November 7-10, Feb 13-14, 2017, and May 15-19, 2017.