

**TEAM-IFPTE Local 161**  
**Grievance and Complaints Committee Report**

December 5, 2016

**CHANGES**

Since the report of October 25, 2016:

- Five new complaints logged, one of which has since been resolved.
- One new grievance filed, which proceeded from a complaint.
- MTS reports that payouts have now been issued to all employees included in the settlement of the Sales Bonus grievance. TEAM considers the grievance resolved.
- A tentative settlement on three policy grievances related to Acting Appointments and job opportunities that were not posted was not accepted by MTS/BCE. TEAM has made a counter proposal and is awaiting a response.
- Human Rights hearing regarding discrimination/harassment continued November 7-10, and will reconvene February 13-17, 2017.

**ACTIVE COMPLAINTS: 13**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	4	LTD Calculation (1) Pay Rate (1) Acting Pay (1) Paid Bereavement Leave (1)
Work Assignment and Placement	4	Accommodation/RTW (1) Redeployments (1) Position Assignment (1) Pay Treatment (1)
Other Issues	5	Respectful Workplace (2) Accommodation (1) Privacy – Sick Leave (1) VRTIP (1)

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**ACTIVE GRIEVANCES: 15**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	4	Job Evaluation (2) Overtime (1) Acting Pay Calculation (1)
Work Assignment and Placement	5	Acting Appointments (3) Work Assignment (1) Unjust Demotion (1)
Other Issues	6	Accommodation (1) Suspension (3) Respectful Workplace (1) Job Posting (1)

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**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**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Other Issues	1	Discrimination/Harassment

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The hearing commenced August 2-5 and continued November 7-10, with more dates to follow: Feb 13-17, 2017, and May 15-19, 2017.