

**TEAM-IFPTE Local 161**  
**Grievance and Complaints Committee Report**  
June 28, 2017

**CHANGES**

Since the report of May 29, 2017:

- Nine new complaints logged, one of which has since been resolved and one has proceeded to grievance.
- One new grievance filed, which proceeded from a complaint regarding a member being pre-screened on a job posting.

**ACTIVE COMPLAINTS: 17**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	7	LTD Calculation (1) Sales Bonus (1) NCS & Vacation Entitlement (1) Parental Leave (1) Paid Parking Entitlement (1) VRTIP Application (2)
Work Assignment and Placement	4	Redeployment (1) Additional Job Duties (1) Work Beyond Scope of Job (1) Acting Appointments not Posted (1)
Other Issues	6	Attendance – Sick Time (1) RTW Process (1) Discrepancy re Date of Hire (1) Social Media Guidelines (1) Non-selection on Job Posting (1) Selection for Layoff (1)

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## ACTIVE GRIEVANCES: 21

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	7	Job Evaluation (3) Overtime (1) Acting Pay Calculation (2) Paid Bereavement Leave (1)
Work Assignment and Placement	5	Acting Appointments (3) Unjust Demotion (2)
Other Issues	9	Accommodation (2) Suspension (1) Respectful Workplace (1) Job Posting (1) Contractors (1) Pre-screened on Job Posting (2) Sales Bonus LOU Process (1)

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### Arbitrations in Progress

Three scheduled for arbitration:

1. Suspension: Adjourned – dates TBD (Arbitrator Jones)
2. Acting Pay Calculation: October 11 & 12, 2017 (Arbitrator Jones)
3. Respectful Workplace: November 7-9, 2017 (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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