

**TEAM-IFPTE Local 161**  
**Grievance and Complaints Committee Report**  
October 19, 2017

**CHANGES**

Since the report of August 29, 2017:

- Four new complaints logged, two of which have been resolved.
- Four outstanding complaints were closed as no further action will be taken.
- No new grievances filed.
- Settled a Policy grievance concerning the Acting Pay treatment for employees from other bargaining units that was scheduled for arbitration.
- Arbitration dates set for a grievance filed in March concerning the results of a job re-write and re-evaluation.
- Arbitrators have been agreed to for three other grievances, including one grievance concerning a layoff; hearing dates TBD.
- TEAM is supporting a member who has filed a complaint with the Canadian Human Rights Commission alleging discrimination and failure to accommodate by the Company. These matters are also being pursued through the grievance process.

**ACTIVE COMPLAINTS: 6**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	1	Parental Leave (1)
Work Assignment and Placement	2	Additional Job Duties (1) Work Beyond Scope of Job (1)
Other Issues	3	Job Posting Process (1) Reporting of Notices of Discipline (1) Attendance Management (1)

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## ACTIVE GRIEVANCES: 19

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	5	Job Evaluation (2) Overtime (1) Paid Bereavement Leave (1) NCS Dates (1)
Work Assignment and Placement	3	Acting Appointments (2) Unjust Demotion (1)
Other Issues	11	Accommodation (2) Suspension (1) Respectful Workplace (1) Non-selection on a Job Posting (2) Contractors (1) Pre-screened on Job Posting (2) Layoff (1) Unjust Discipline (1)

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### Arbitrations in Progress

1. Suspension: Adjourned – dates TBD (Arbitrator Jones)
2. Respectful Workplace: January 22-24, 2018 (Arbitrator Jones)
3. Unjustified Demotion: May 23-25, 2018 (Arbitrator Jones)
4. Job Evaluation: June 5-7, 2018 (Arbitrator Graham)
5. Layoff: TBD (Arbitrator Robinson)
6. Job Posting Non-selection: TBD (Arbitrator Jones)
7. Paid Bereavement Leave: TBD (Arbitrator Graham)

### Judicial Review

We are still awaiting the outcome of a Judicial Review, held on February 22, 2016, of an arbitration award relating to overtime. We were advised to expect a decision for the end of August, which did not occur.

**ACTIVE HUMAN RIGHTS COMPLAINTS: 2**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Other Issues	2	Discrimination/Harassment Discrimination/Failure to Accommodate