

**TEAM-IFPTE Local 161**  
**Grievance and Complaints Committee Report**  
March 21, 2018

**CHANGES**

Since the report of January 24, 2018:

- Five new complaints logged, one of which has been resolved.
- No new grievances filed.
- Grievance relating to a suspension that was adjourned resumed February 1-2, and 9, 2018, with an additional day to be scheduled in June.
- Grievance relating to a layoff that was scheduled for arbitration April 30, May 1-2, 2018 will be adjourned to a later date yet to be determined, to allow for the completion of a related Respectful Workplace investigation.
- Policy grievance regarding Net Credited Service Dates for members who worked part-time in another bargaining unit before entering TEAM has been scheduled for arbitration October 3-5, 2018 with Arbitrator Colin Robinson.
- Arbitrator Michael Werier appointed to hear two Policy grievances pertaining to Acting Appointments, hearing dates to be determined.

**Arbitrations in Progress**

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| 1. Suspension:   | Add'l Day in June TBD (Arbitrator Jones) |
| 2. Unjustified Demotion:                                     | May 23-25, 2018 (Arbitrator Jones)       |
| 3. Job Evaluation:   | June 5-7, 2018 (Arbitrator Graham)       |
| 4. <a href="#">Contractors</a> :                             | June 25-28, 2018 (Arbitrator Graham)     |
| 5. <a href="#">Net Credited Service Dates</a> :              | Oct 3-5, 2018 (Arbitrator Robinson)      |
| 6. Layoff:   | TBD (Arbitrator Jones)                   |
| 7. <a href="#">Acting Appointments (Inappropriate Use)</a> : | TBD (Arbitrator Werier)                  |
| 8. <a href="#">Acting Appointments (Not Posted)</a> :        | TBD (Arbitrator Werier)                  |
| 9. 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.

**ACTIVE COMPLAINTS: 11**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	7	Pay Issue (2) Reduced AIP Payout (5)
Other Issues	4	Attendance Management (1) Respectful Workplace (2) Hours of Work (1)

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**ACTIVE GRIEVANCES: 13**

<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	5	Accommodation (1) Suspension (1) Contractors (1) Pre-screened on Job Posting (1) Layoff (1)

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**ACTIVE HUMAN RIGHTS COMPLAINTS: 1**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Other Issues	1	Discrimination/Failure to Accommodate