

Grievance and Complaints Committee – Update as of May 1, 2012

Since the report of February 1, 2012:

- Ten Complaints were Filed.
- Ten Complaint Files were Resolved.
- Six Complaint Files were Escalated to Grievances.
- Five Grievances were Filed .
- Three Grievances were Drafted.
- One Grievance was Resolved.
- Three Grievances Proceeded to Arbitration.

Complaint Files Open

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Pay and Benefits:		0
Work Assignment & Employee Placement:		4
	1 - Performance Issues	
	1 - Non Selection in Competition	
	2 - Failure to Accommodate	
Other Issues:		4
	1 - Respect in the workplace	
	1 - Long Term Disability	
	1 - Unjust Discipline - Work Monitoring	
	1 - Improper PP&R Results	
<u>Total Complaint Files Open</u>		<u>8</u>

Grievance Files Open

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Pay and Benefits:		2
	2 - Denial of OT-Callout	
Work Assignment & Employee Placement:		3
	2 - Non Selection in Competition	
	1 - Improper Interpretation of CBA	
Other Issues:		3
	1 - Termination of Term	
	1 - Unjust Discipline	
	1 - Non Compliance with Reporting Obligations	
<u>Total Grievance Files Open</u>		<u>8</u>

Complaint Files Closed/Resolved (2010 to report date)

Category	Sub-Categories	Number
Pay and Benefits:		21
	Pay level	
	Vacation Pay	
	Variable Pay Plan (VPP)	
	Denial of OT-Callout	
	Job Classifications	
	RTW	
Work Assignment & Employee Placement:		16
	Forced Transfers	
	Work Assignment/Reassignment	
	Promotions	
	Non Selection in Competition	
	Return to Work (RTW)	
	Failure to Accommodate - Disability	
Other Issues:		33
	Harassment & Respect in the Workplace	
	Job Postings & Notifications	
	Employment Terminations	
	Company Investigations	
	Union Dues	
	Supervision	
	Performance Reviews	
	Penalty Without Just Cause	
	Denial of Required Training	
	PP&R Comments	
	VRTIP Application	
<u>Total Complaints Closed/Resolved</u>		<u>70</u>
<u>Total Complaints Proceeded to Grievance</u>		<u>6</u>
<u>Total Complaints Closed/Resolved or Proceeded to Grievance</u>		<u>76</u>

Grievance Files Closed/Resolved (2010 to report date)

Category	Sub-Category	Number
Pay and Benefits:		5
	Denial of OT-Callout	
	Job Classifications - Wrongly Classified	
Work Assignment & Employee Placement:		7
	Forced Transfer	
	Return to Work (RTW)	
	Failure to Accommodate	
Other Issues:		3
	Harassment & Respect in the Workplace (WP)	
	Job Postings & Notifications	
	VRTIP Application	
	PP&R Comments	
<u>Total Grievances Closed/Resolved</u>		<u>15</u>
<u>Total Grievances Proceeded to Arbitration</u>		<u>8</u>
<u>Total Grievances Closed/Resolved or Proceeded to Arbitration</u>		<u>23</u>