

Grievance and Complaints Committee – Update as of June 17th, 2011

Since the report of April 11, 2011:

- Three complaint files closed;
- Eight new complaint files opened;
- Three complaints have escalated to grievances;
- One grievance settled to member's satisfaction.

Complaint Files Open

<u>Category</u>	<u>Sub- Categories</u>	<u>Number</u>
Pay and Benefits:		5
	Pay level	
	Variable Pay	
	Job classifications	
Work Assignment & Employee Placement:		14
	Forced transfers	
	Work assignment/reassignment	
	Probation treatment	
	Return to work	
Other Issues:		8
	Harassment & respect in the workplace	
	Job postings & notifications	
	Employment terminations	
	Number of contractors	
<u>Total Complaint Files Open</u>		<u>27</u>

Complaint Files Closed/Resolved (late 2010 to report date)

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Pay and Benefits:		9
	Pay level	
	Vacation pay	
	Variable Pay	
	Call-out and overtime pay	
	Job classifications	
Work Assignment & Employee Placement:		9
	Forced transfers	
	Work assignment/reassignment	
	Promotions	
	Return to work	

Complaint Files Closed/Resolved...continued

Category	Sub- Categories	Number
Other Issues:		15
	Harassment & respect in the workplace	
	Job postings & notifications	
	Employment terminations	
	Company investigations	
	Union dues	
	Supervision	
	Performance Reviews	
<u>Total Complaints Closed/Resolved</u>		<u>33</u>

Grievance Files Open

Category	Sub- Categories	Number
Pay and Benefits:		4
	Job classifications	
	DB/DC Pension	
	Retroactivity	
	Call-out and overtime pay	
Work Assignment & Employee Placement:		2
	Employee layoff (Human Rights)	
	Forced transfer	
Other Issues:		1
	Job postings & notifications	
<u>Total Grievances Open</u>		<u>7</u>

Grievance Files Closed/Resolved (late 2010 to report date)

Category	Sub-Category	Number
Pay and Benefits:		3
	Call-out and overtime pay	
	Job classifications	
Work Assignment & Employee Placement:		3
	Forced transfer	
	Return to work	

Grievances Closed/Resolved...continued

<u>Category</u>	<u>Sub- Categories</u>	<u>Number</u>
Other Issues:		2
	Harassment & respect in the workplace	
	Job postings & notifications	
<u>Total Grievances Closed/Resolved</u>		<u>8</u>

Other Activity

- Next Grievance Committee meeting planned for Monday, June 20.
- Development of TEAM Workplace Representative handbook and training plan still underway.