

## Grievance and Complaints Committee – Update as of July 29<sup>th</sup>, 2011

Since the report of June 17, 2011:

- Two complaint files closed;
- Three new complaint files opened;
- Two new grievance files opened;
- Two grievances 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:		12
	Forced transfers	
	Work assignment/reassignment	
	Probation treatment	
	Return to work	
Other Issues:		11
	Harassment & respect in the workplace	
	Job postings & notifications	
	Employment terminations	
	Number of contractors	
<b><u>Total Complaint Files Open</u></b>		<b><u>28</u></b>

### 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:		11
	Forced transfers	
	Work assignment/reassignment	
	Promotions	
	Return to work	

**Complaint Files Closed/Resolved...continued**

<b>Category</b>	<b>Sub-Categories</b>	<b>Number</b>
Other Issues:		15
	Harassment & respect in the workplace	
	Job postings & notifications	
	Employment terminations	
	Company investigations	
	Union dues	
	Supervision	
	Performance Reviews	
<b><u>Total Complaints Closed/Resolved</u></b>		<b><u>35</u></b>

**Grievance Files Open**

<b>Category</b>	<b>Sub-Categories</b>	<b>Number</b>
Pay and Benefits:		5
	Job classifications	
	DB/DC Pension	
	Retroactivity	
	Call-out and overtime pay	
Work Assignment & Employee Placement:		1
	Employee layoff (Human Rights)	
Other Issues:		1
	Job postings & notifications	
<b><u>Total Grievances Open</u></b>		<b><u>7</u></b>

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

<b>Category</b>	<b>Sub-Category</b>	<b>Number</b>
Pay and Benefits:		4
	Call-out and overtime pay	
	Job classifications	
Work Assignment & Employee Placement:		4
	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>10</u>

### Other Activity

- Next Grievance Committee meeting to be determined, August 2011.
- Development of TEAM Workplace Representative handbook and training plan still underway.