

Grievance and Complaints Committee – Update as of October 7th, 2011

Since the report of July 29, 2011:

- One complaint file escalated to a grievance;
- Three new policy grievance files opened.

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:		10
	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:		11
	Forced transfers	
	Work assignment/reassignment	
	Promotions	
	Return to work	

Complaint Files Closed/Resolved...continued

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Other Issues:		16
	Harassment & respect in the workplace	
	Job postings & notifications	
	Employment terminations	
	Company investigations	
	Union dues	
	Supervision	
	Performance Reviews	
<u>Total Complaints Closed/Resolved</u>		<u>36</u>

Grievance Files Open

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
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:		4
	Job postings & notifications	
	Acting assignments	
<u>Total Grievances Open</u>		<u>10</u>

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

<u>Category</u>	<u>Sub-Category</u>	<u>Number</u>
Pay and Benefits:		4
	Call-out and overtime pay	
	Job classifications	
Work Assignment & Employee Placement:		4
	Forced transfer	
	Return to work	
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 October 11, 2011.
- Development of TEAM Workplace Representative handbook and training plan still underway.