

Grievance and Complaints Committee – Update as of December 6, 2011

Since the report of October 7, 2011:

- Four new complaints were filed
- Twelve Complaint files were resolved or escalated to Grievances
- Seven new Grievances were filed

Complaint Files Open

Category	Sub-Categories	Number
Pay and Benefits:		2
	Pay level	
	Variable Pay	
	Job classifications	
Work Assignment & Employee Placement:		3
	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	
<u>Total Complaint Files Open</u>		<u>16</u>

Complaint Files Closed/Resolved (2010 to report date)

Category	Sub-Categories	Number
Pay and Benefits:		17
	Pay level	
	Vacation pay	
	Variable Pay	
	Call-out and overtime pay	
	Job classifications	
Work Assignment & Employee Placement:		10
	Forced transfers	
	Work assignment/reassignment	
	Promotions	
	Return to work	

Complaint Files Closed/Resolved...continued

Category	Sub-Categories	Number
Other Issues:		21
	Harassment & respect in the workplace	
	Job postings & notifications	
	Employment terminations	
	Company investigations	
	Union dues	
	Supervision	
	Performance Reviews	
<u>Total Complaints Closed/Resolved</u>		<u>48</u>

Grievance Files Open

Category	Sub-Categories	Number
Pay and Benefits:		7
	Job classifications	
	DB/DC Pension	
	Retroactivity	
	Call-out and overtime pay	
Work Assignment & Employee Placement:		3
	Employee layoff (Human Rights)	
Other Issues:		7
	Job postings & notifications	
	Acting assignments	
<u>Total Grievances Open</u>		<u>17</u>

Grievance Files Closed/Resolved (2010 to report date)

Category	Sub-Category	Number
Pay and Benefits:		1
	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>7</u>

Other Activity

- Two Planned Grievances in the draft stage.
- Development of TEAM Workplace Representative handbook and training plan still underway.