

Grievance and Complaints Committee – Update as of August 29, 2012

Since the report of June 21, 2012:

- Eleven new complaints filed.
- Four complaint files resolved.
- Four complaint files escalated to grievance.
- Eleven grievances were filed.
- No grievances resolved.
- Two grievances were combined.

Complaint Files Open

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Pay and Benefits:	1 - OT-Callout 1 - Employee Expenses 1 - Incorrect Starting Pay 1 - Wrongly Classified	4
Work Assignment & Employee Placement:	1 - Accommodation 1 - Term Position Expiry	2
Other Issues:	1 - Lateral Demotion 1 - Harassment 1 - Respect in the Workplace 2 - Disability 1 - Failure to Provide Notification	6
<u>Total Complaint Files Open</u>		<u>12</u>

Grievance Files Open

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Pay and Benefits:	6 - OT-Callout 1 - Pay-Hours	7
Work Assignment & Employee Placement:	2 - Non-Selection 2 - Improper Interpretation of CBA	4
Other Issues:	1 - Non-Compliance with Reporting Obligations 1 - Wrongful Termination 1 - Termination of Term 4 - Discipline 1 - Failure to Provide Notification	8
<u>Total Grievance Files Open</u>		<u>19</u>

Complaint Files Closed/Resolved (2010 to report date)

<u>Category</u>	<u>Sub-Categories</u>	<u>Number</u>
Pay and Benefits:		22
	Pay level	
	Vacation Pay	
	Variable Pay Plan (VPP)	
	Denial of OT-Callout	
	Job Classifications	
	RTW	
Work Assignment & Employee Placement:		17
	Forced Transfers	
	Work Assignment/Reassignment	
	Promotions	
	Non Selection in Competition	
	Return to Work	
	Failure to Accommodate – Disability	
	Unclear Expectations	
Other Issues:		34
	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	
	EFAP Referral	
	Vacation Entitlement	
<u>Total Complaints Closed/Resolved</u>		<u>73</u>
<u>Total Complaints Proceeded to Grievance</u>		<u>5</u>
<u>Total Complaints Closed/Resolved or Proceeded to Grievance</u>		<u>78</u>

Grievance Files Closed/Resolved (2010 to report date)

<u>Category</u>	<u>Sub-Category</u>	<u>Number</u>
Pay and Benefits:		5
	Denial of OT-Callout	
	Job Classifications - Wrongly Classified	
Work Assignment & Employee Placement:		7
	Forced Transfer	
	Return to Work	
	Failure to Accommodate	
Other Issues:		3
	Harassment & Respect in the Workplace	
	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>