

TEAM-IFPTE Local 161 Grievance and Complaints Committee Report

May 21, 2013

Since the report of March 19, 2013:

- Five new complaints were logged, of which two have been resolved. One active complaint spans two categories; therefore, it is captured in both 'Pay and Benefits' and 'Work Assignment and Employee Placement'.
- One new grievance was filed.

Active Complaints:

<u>Category</u>	<u>Number</u>	<u>Sub-Category</u>
Pay and Benefits	3	Classification (1) Inappropriate Pay Rate (1) Employee Expenses (1)
Work Assignment and Placement	8	Classification (1) Workload (1) Interpretation of CA (1) RTW Accommodation (1) Acting Appointments (3) Position Transfer (1)
Other Issues	5	Disability (1) Respectful Workplace (1) Unfair Treatment (1) Resignation (1) Job Posting Pre-screening (1)
TOTAL ACTIVE COMPLAINTS	15	(see opening comments)

Active Grievances:

Category	Number	Sub-Category
Pay and Benefits	11	Overtime - Callout (6) Overtime (2) Classification (2) Hours of Work (1)
Work Assignment and Placement	6	Acting Appointments (3) Non-Selection (1) Graduate Hiring (1) Disciplinary Transfer (1)
Other Issues	13	Discipline (5) Termination (3) Reporting Obligations (2) Union Rights (1) Respectful Workplace (1) Harassment & Unjust Discipline (1)
TOTAL ACTIVE GRIEVANCES	30	

Arbitrations in Progress:

Category	Number	Sub-Category
Pay and Benefits	1	Overtime (1)

Arbitrations for Judicial Review:

Category	Number	Sub-Category
Pay and Benefits	1	Overtime - Callout (1)

Active Human Rights Complaints:

Category	Number	Sub-Category
Other Issues	1	Layoff & Duty to Accommodate