

**TEAM-IFPTE Local 161**  
**Grievance and Complaints Committee Report**

March 21, 2016

**CHANGES**

Since the report of January 22, 2016:

- Eight new complaints logged, of which one has been resolved.
- Five of the eight new complaints are related to recent redeployments.
- Three new grievances filed (all progressed from the complaint stage).
- One grievance related to a termination was dismissed by the arbitration panel.

**ACTIVE COMPLAINTS: 18**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	1	VPP & Bonus Payouts (1)
Work Assignment and Placement	12	Acting Appointment (1) Accommodation/RTW (2) Redeployments (6) Pay Treatment (1) Work Assignment (1) Position Assignment (1)
Other Issues	5	Health & Safety (1) Respectful Workplace (1) Standby Expectations (1) Bargaining Unit Work (1) Details relating to LTD (1)

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**ACTIVE GRIEVANCES: 16**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	5	Job Evaluation (2) Sales Bonus (2) Overtime (1)
Work Assignment and Placement	5	Acting Appointments (4) Redeployment (1)
Other Issues	6	Accommodation (1) Suspension (2) Unjust Discipline (1) Breach of Privacy (1) Respectful Workplace (1)

**Arbitrations in Progress**

Three scheduled for arbitration:

1. Suspension: April 28 and 29, 2016 (Arbitrator Jones)
2. Acting Assignments: May 19 and 20, 2016 (Arbitrator Peltz)
3. Sales Bonuses: August 11 & 12, September 29 & 30, October 17-28

**Judicial Review**

We are awaiting the outcome of a Judicial Review, held on February 22, 2016, of an arbitration award relating to overtime.

**ACTIVE HUMAN RIGHTS COMPLAINTS: 1**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Other Issues	1	Discrimination/Harassment

Hearing is scheduled for August 2-5, November 7-10, and tentatively November 14 and 15.