

**TEAM-IFPTE Local 161**  
**Grievance and Complaints Committee Report**  
January 16, 2017

**CHANGES**

Since the report of December 5, 2016:

- Five new complaints logged, one of which has since been resolved.
- A policy grievance on the Acting Pay Calculation used for Unifor employees acting in TEAM proceeded to Arbitration. The arbitrator has been selected. Hearing dates TBD.
- TEAM is still awaiting a response from MTS/BCE regarding a counter proposal made to resolve three outstanding policy grievances on acting and failure to post the opportunities.

**ACTIVE COMPLAINTS: 16**

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	4	LTD Calculation (1) Job Evaluation (1) Acting Pay (1) Paid Bereavement Leave (1)
Work Assignment and Placement	5	Accommodation/RTW (1) Redeployments (1) Position Assignment (1) Pay Treatment (1) Demotion (1)
Other Issues	7	Respectful Workplace (2) Accommodation (1) Privacy – Sick Leave (1) VRTIP (1) Contractors (1) Working from Home (1)

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## ACTIVE GRIEVANCES: 15

<b>Category</b>	<b>Number</b>	<b>Sub-Category</b>
Pay and Benefits	4	Job Evaluation (2) Overtime (1) Acting Pay Calculation (1)
Work Assignment and Placement	5	Acting Appointments (3) Work Assignment (1) Unjust Demotion (1)
Other Issues	6	Accommodation (1) Suspension (3) Respectful Workplace (1) Job Posting (1)

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### Arbitrations in Progress

Two scheduled for arbitration:

1. Suspension: Adjourned – dates TBD (Arbitrator Jones)
2. Acting Pay Calculation: Arbitrator selected – dates TBD (Arbitrator Jones)

### 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

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The hearing commenced August 2-5 and continued November 7-10, with more dates to follow: February 13-17, 2017, and May 15-19, 2017.