

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report
February 27, 2017

CHANGES

Since the report of January 16, 2017:

- Eight new complaints logged, one of which has since been resolved.
- One new grievance filed, relating to a forced redeployment resulting in a demotion. The matter proceeded from a complaint.
- A grievance pertaining to a Respectful Workplace complaint involving the retirement of a TEAM member proceeded to Arbitration. The arbitrator has been selected. Hearing dates TBD.
- TEAM is still awaiting a response from MTS/BCE regarding counter proposals made to resolve two outstanding policy grievances on Acting and failure to post the opportunities. The parties agreed to a settlement on a third such grievance.

ACTIVE COMPLAINTS: 21

<u>Category</u>	<u>Number</u>	<u>Sub-Category</u>
Pay and Benefits	6	LTD Calculation (1) Job Evaluation (1) Acting Pay (1) Paid Bereavement Leave (1) Sales Bonus (1) NCS & Vacation Entitlement (1)
Work Assignment and Placement	6	Accommodation/RTW (1) Redeployments (2) Position Assignment (1) Pay Treatment (1) Additional Job Duties (1)
Other Issues	9	Respectful Workplace (2) Accommodation (1) GRTW Work Schedule (1) Attendance – Sick Time (2) VRTIP (1) Contractors (1) Working from Home (1)

ACTIVE GRIEVANCES: 15

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

Arbitrations in Progress

Three scheduled for arbitration:

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

Category	Number	Sub-Category
Other Issues	1	Discrimination/Harassment

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