

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report
 April 3, 2017

CHANGES

Since the report of February 27, 2017:

- Three new complaints logged.
- Three new grievances filed, two progressed from complaints and the other is a Policy Grievance on Contractors.
- 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 related third grievance.
- Arbitration dates have been scheduled for two grievances; a Policy Grievance on the acting pay calculation used for Unifor employees acting in TEAM will be heard in October, and an individual grievance where an employee is asserting that their Director unduly pressured them to retire is booked for November.

ACTIVE COMPLAINTS: 16

<u>Category</u>	<u>Number</u>	<u>Sub-Category</u>
Pay and Benefits	6	LTD Calculation (1) Acting Pay (1) Sales Bonus (1) NCS & Vacation Entitlement (1) Vacation Entitlement (1) Parental Leave (1)
Work Assignment and Placement	6	Accommodation/RTW (1) Redeployments (2) Position Assignment (1) Additional Job Duties (1) Job Posting (1)
Other Issues	4	Respectful Workplace (1) Accommodation (1) Attendance – Sick Time (2)

ACTIVE GRIEVANCES: 18

Category	Number	Sub-Category
Pay and Benefits	6	Job Evaluation (3) Overtime (1) Acting Pay Calculation (1) Paid Bereavement Leave (1)
Work Assignment and Placement	5	Acting Appointments (3) Unjust Demotion (2)
Other Issues	7	Accommodation (1) Suspension (3) Respectful Workplace (1) Job Posting (1) Contractors (1)

Arbitrations in Progress

Three scheduled for arbitration:

1. Suspension: Adjourned – dates TBD (Arbitrator Jones)
2. Acting Pay Calculation: October 11 & 12, 2017 (Arbitrator Jones)
3. Respectful Workplace: November 7-9, 2017 (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. Closing arguments are to be presented during the week of May 15, 2017.