

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report
May 29, 2017

CHANGES

Since the report of April 3, 2017:

- Four new complaints logged, two of which have proceeded to grievance.
- Several outstanding complaints were either resolved or closed as no further action is required.
- Four new grievances filed, all proceeded from complaints. Three grievances include policy aspects, including one on the Sales Bonus LOU and a Policy/Individual grievance involving discrimination and pre-screening on a job posting. The remaining individual grievance pertains to discrimination and failure to accommodate.
- Two grievances settled to the satisfaction of the grievor.
- The Canadian Human Rights Tribunal hearing of a complaint involving discrimination and harassment of a former TEAM member wrapped up on May 19, 2017; a decision is expected within the next few months.

ACTIVE COMPLAINTS: 10

Category	Number	Sub-Category
Pay and Benefits	5	LTD Calculation (1) Sales Bonus (1) NCS & Vacation Entitlement (1) Parental Leave (1) Paid Parking Entitlement
Work Assignment and Placement	3	Redeployments (2) Additional Job Duties (1)
Other Issues	2	Attendance – Sick Time (1) RTW Process (1)

ACTIVE GRIEVANCES: 20

Category	Number	Sub-Category
Pay and Benefits	7	Job Evaluation (3) Overtime (1) Acting Pay Calculation (2) Paid Bereavement Leave (1)
Work Assignment and Placement	5	Acting Appointments (3) Unjust Demotion (2)
Other Issues	8	Accommodation (2) Suspension (1) Respectful Workplace (1) Job Posting (1) Contractors (1) Pre-screened on Job Posting (1) Sales Bonus LOU Process (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
