

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

CHANGES

Since the report of June 28, 2017:

- Eight new complaints logged, five of which have been resolved.
- Several outstanding complaints were either resolved or closed as no further action is required.
- Four new grievances filed; all proceeded from complaints and one is a policy grievance pertaining to NCS dates and associated entitlements.
- Three outstanding grievances settled and one withdrawn.
- Arbitration dates set for a grievance filed in February regarding a demotion.

ACTIVE COMPLAINTS: 9

Category	Number	Sub-Category
Pay and Benefits	6	LTD Calculation (1) Sales Bonus (1) Parental Leave (1) VRTIP Application (1) Benefit Premiums (1) Banked Overtime Hours (1)
Work Assignment and Placement	2	Additional Job Duties (1) Work Beyond Scope of Job (1)
Other Issues	1	Job Posting Process (1)

ACTIVE GRIEVANCES: 21

Category	Number	Sub-Category
Pay and Benefits	7	Job Evaluation (3) Overtime (1) Acting Pay Calculation (1) Paid Bereavement Leave (1) NCS Dates (1)
Work Assignment and Placement	3	Acting Appointments (2) Unjust Demotion (1)
Other Issues	11	Accommodation (2) Suspension (1) Respectful Workplace (1) Non-selection on a Job Posting (2) Contractors (1) Pre-screened on Job Posting (2) Layoff (1) Unjust Discipline (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: ~~Nov 7-9, 2017~~ January 22-24, 2018 (Arbitrator Jones)
4. Unjustified Demotion May 23-25, 2018 (Arbitrator Jones)

Judicial Review

We are still awaiting the outcome of a Judicial Review, held on February 22, 2016, of an arbitration award relating to overtime; however, we expect the decision is imminent.

ACTIVE HUMAN RIGHTS COMPLAINTS: 1

Category	Number	Sub-Category
Other Issues	1	Discrimination/Harassment