

TEAM-IFPTE Local 161
Grievance and Complaints Committee Report
November 24, 2017

CHANGES

Since the report of October 19, 2017:

- Two new complaints logged.
- One new grievance filed regarding a posting, progressed from a complaint.
- One individual grievance settled and another was withdrawn at the member's request.
- Grievance relating to a suspension that was adjourned has been resumed and arbitration dates are being determined.
- New arbitrator TBD for a grievance relating to a layoff, as initial arbitrator selected cannot accommodate the 120-day timeline contemplated in Article 6.08.
- Policy [grievance on contractors](#) scheduled for arbitration in June 2018; motion on disclosure of information to be held March 6, 2018.
- Human Rights complaint regarding discrimination and harassment based on race and ethnic origin was decided in favour of the complainant (a former TEAM member).

ACTIVE COMPLAINTS: 6

Category	Number	Sub-Category
Pay and Benefits	1	Parental Leave (1)
Work Assignment and Placement	4	Additional Job Duties (1) Work Beyond Scope of Job (1) Job Description (1) Position Change (1)
Other Issues	1	Attendance Management (1)

ACTIVE GRIEVANCES: 18

<u>Category</u>	<u>Number</u>	<u>Sub-Category</u>
Pay and Benefits	5	Job Evaluation (2) Overtime (1) Paid Bereavement Leave (1) NCS Dates (1)
Work Assignment and Placement	3	Acting Appointments (2) Unjust Demotion (1)
Other Issues	10	Accommodation (2) Suspension (1) Respectful Workplace (1) Non-selection on a Job Posting (2) Contractors (1) Pre-screened on Job Posting (2) Layoff (1)

Arbitrations in Progress

1. Suspension: Resumed – dates TBD (Arbitrator Jones)
2. Respectful Workplace: January 22-24, 2018 (Arbitrator Jones)
3. Unjustified Demotion: May 23-25, 2018 (Arbitrator Jones)
4. Job Evaluation: June 5-7, 2018 (Arbitrator Graham)
5. Contractors: June 25-28, 2018 (Arbitrator Graham)
6. Layoff: TBD (Arbitrator TBD)
7. Job Posting Non-selection: TBD (Arbitrator Jones)
8. Paid Bereavement Leave: TBD (Arbitrator Graham)

Judicial Review

We are still awaiting the outcome of a Judicial Review, held on February 22, 2016, of an arbitration award relating to overtime. We were advised to expect a decision for the end of August, which did not occur.

ACTIVE HUMAN RIGHTS COMPLAINTS: 1

Category	Number	Sub-Category
Other Issues	1	Discrimination/Failure to Accommodate